



bulletin

Bill C-28 which contains provisions to limit collective bargaining in the federal public service is "offensive," since it interferes with viable bargaining units, and constitutes an "unjustified intrusion into the collective bargaining process," according to the Canadian Association of University Teachers.

The legislation, if adopted as amendments to the Public Service Staff Relations Act, sets out to widen the number of management exclusions from collective bargaining in the federal civil service and attempts to limit bargaining on economic issues by the use of a statutory mechanism to determine public employees' salaries through a formula related to the private sector. The CAUT will lobby the government to re-consider the legislation.

The Bill will be opposed by the CAUT based on a motion passed during the Association's annual Council meeting held in Ottawa last May. The Council, which meets once a year is the governing legislative body of the 24,000 member association. Some 200 delegates, guests and observers attended the three-day gathering.

Employees deprived of rights

Dr. Donald C. Savage, CAUT Executive Secretary, in outlining legislation to the delegates said that in effect it proposes that certain employees be deprived of the right to be represented in collective bargaining where their annual salaries happen to exceed an arbitrarily imposed salary level. The government is proposing that a salary of \$33,500 per year be the cut-off point which sets an employee apart from his or her colleagues as a sort of "management exclusion", and would presumably remove all other protections of the contract including the right to grievance and arbitration.

"It is highly improper for the government to talk about phasing out wage controls on the one hand, while at the same time placing a ceiling on the salaries of many federal employees. Professionals who are thus excluded from bargaining units could lose most of the rights which have been negotiated into collective agreements for them in the last ten years," Dr. Savage said.

"While the proposed amendments do not affect CAUT members directly" Dr. Savage added, "the CAUT is most concerned about the recent tendency of governments to restrict collective bargaining rights of public sector employees."

In Alberta and British Columbia university professors are excluded by statute from bargaining collectively. Dr. Savage said that it is possible that Ottawa would want to "sell the bill" to the provinces — an about face for the federal government which in the past has led the way in granting full collective bargaining rights to public service employees.

CAUT Council 1978 Delegates approve lobbying, change constitutional structure

by Israel Cinman

Collective bargaining conference

The Council voted constitutional provisions for a permanent defence fund involving mainly those local faculty associations of the CAUT who have chosen to certify. Funds will be made available to participant faculty associations (current members are Manitoba, York, Windsor, Carleton, Laval, St. Thomas, Acadia and Brandon) to cover costs of prosecuting "certain employer actions directed against the collective bargaining process."

Another purpose of the fund is to protect "the interests of those participating members whose collective bargaining and / or strike rights are removed or limited by legislation" similar to that currently in effect in B.C. and Alberta. Legislation in those two provinces, Bills 68 and 91 in B.C. and Bill 41 in Alberta, removes the right of faculty to collective bargaining.

The Council delegates agreed to hold a national conference on academic collective bargaining later this month. The conference workshops are expected to focus on issues of interest to university faculty, such as financial exigency, limited term appointments, the use of arbitration to settle salaries, market differentials, bargaining techniques, minority rights and bargaining strategies for the late 1970's and the 1980's.

A motion that the CAUT study the pros and cons of affiliation with the

Canadian Labour Congress was approved by the Council. The CAUT Collective Bargaining Committee is expected to study the ramifications of such a move and recommend a course of action either for or against affiliation at the Council's 1979 meeting.

Openness in assessments

The Council ruled that faculty members should have complete access to material containing assessments in personal files used in promotion and tenure decisions, including the names of the assessors.

Two other suggestions were presented to the Council for consideration. Once called for complete copies of all material without any names attached, while the other suggestion was to make available a summary of assessment material prepared by the university.

In support for the recommendation for complete openness, the delegates from Trent and Montreal told the Council that peer evaluation can only work effectively if true is present in any assessment through openness.

Security services and universities

The CAUT also endorsed a brief to be presented to the McDonald Commission of Inquiry on Security Services. The brief recounts several instances where the security apparatus and the intelligence branch of the armed forces were alleged to have engaged in general surveillance and electronic eavesdropping of faculty and students on certain Canadian

university campuses.

The CAUT maintains that such alleged activities, whether by the RCMP or the military, infringe on civil rights, are an invasion of privacy and a threat to academic freedom of faculty and students.

One Council member expressed the view that concern for civil liberties should not ignore the fact that Canada faces threats of subversion from abroad.

But Dr. Savage pointed out to the Council that the CAUT brief is clear in its opposition to general surveillance on campus, but not to specific activities of the police on campus where a criminal investigation, including such areas as espionage and sabotage, is in progress.

"CAUT has never said that campuses should be sanctuaries from the law" he said, adding that police activities on campus ought to be investigations of clearly defined criminal acts and not clandestine "fishing expeditions."

Freedom of information

The Council called on the federal government to develop freedom of information legislation and urged individual delegates to lobby provincial governments to introduce similar laws on the provincial level.

CAUT's brief to the federal government urges that any freedom of information legislation be based on the "public's unrestricted right to all documents held by the government," except in certain exempted categories in the national interest.

At a panel discussion on the need for freedom of information legislation, Professor Donald Rowat of the Department of Political Science, Carleton University, told the delegates that free access to information is an issue vital to all academics, because "our stock and trade is research."

Professor Rowat said that the recently enacted federal human rights legislation, giving individuals access to personal information about them held by government departments and agencies was a start in the right direction.

Limited legislation

But as the legislation stands now, it seems far too limited in scope, since as a recent case illustrates, an individual though allowed access to certain files containing personal information, may be prevented from making this information public in an attempt to clear his or her reputation under a threat of prosecution from the cabinet minister responsible.

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What they are saying...

François Chatelet *Head, Department of Philosophy, Vincennes University, Paris.*

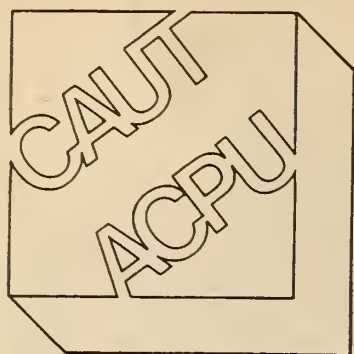
"Our degree is not recognized, but we have more students than ever. They come because they think they might learn something. Sure there are idiots. And I have given them credits. There are bigger idiots in the Government. Is it up to me to be more rigorous than the electorate?"

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LETTERS
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The Simon Fraser controversy

The CAUT Bulletin for April and September, 1977, announced the lifting of CAUT censure of Simon Fraser University (SFU) on two grounds: SFU has dropped the original charges against the seven dismissed faculty; and SFU has adopted tenure and dismissal rules acceptable to CAUT.

This bland statement glosses over a major defeat of the Canadian academic community — a defeat that was unnecessary.

SFU had tenure and dismissal procedures acceptable to CAUT in 1969. In no way did that restrain SFU from ditching its due-process rules and arbitrarily firing eight staff members — all in the same department — in 1969. Restoration of tenure and dismissal procedures acceptable to CAUT was achieved in 1974.

And what about the victims? Surely the withdrawal of charges by the SFU Board of Governors in September, 1977, leaves the dismissed people in a morally impregnable position. They clearly deserve offers of reinstatement. For years, CAUT proclaimed as its goal just such offers.

A fatal precedent in Canadian academia has been set by hard-line administrators at SFU: academic staff can be dismissed with impunity, and ineffective sanctions by CAUT can simply be waited out. In a few years, all will be forgiven and forgotten. The CAUT apparatus is implicated, willy-nilly, in this disaster.

It did not have to turn out this way. There were grave errors in strategy by CAUT. We academics share in the bitter results of those mistakes. We must analyze what went wrong, to avoid future catastrophes.

I do not question the integrity of CAUT officers. The Canadian academic community owes much to Professor J. Stevens, former chairman of the CAUT Committee on Academic Freedom and Tenure (CAFT). For years he went back and forth across this country, mediating disputes between academics and university administrators, sometimes with notable success.

The CAUT entered the SFU case reluctantly. Eight social-science faculty were arbitrarily purged in 1969 by the SFU administration. Each case was in part unique. When hearings were activated for some of the cases, in accordance with SFU and CAUT procedures, and when the victims began to win the SFU administration suspended its due-process pattern, and dismissed all eight. Before this, three major hearings had been started, and some subordinate inquiries. Not all were completed. The CAUT stage-three censure dates from May, 1971.

CAUT then failed to pursue vigorously its censure. Each Bulletin carried a box notice, listing censured Canadian universities and (in the case of SFU) advising academics not to take jobs there. Elsewhere in the Bulletin, however, job vacancies at SFU were listed, as for other universities.

More important: CAUT failed to enlist the support of sister associations in other anglophone countries, and of component professional associations within Canada and abroad. By contrast, the Canadian Sociology & Anthropology Association (CSAA) — which independently censured SFU —

vigorously pursued such a policy, 1972-77, with notable success. Had CAUT done likewise, SFU could have been brought to its knees within two or three years. SFU has filled most of its posts, but not with the people it really wanted.

When a new president was appointed at SFU in 1974, CAUT and SFU renewed negotiations. But the new president soon became a prisoner of SFU senior-echelon hardliners in the administration and Board of Governors, generally supported by the SFU Faculty Association, which has behaved like a dutiful company union. CAUT — and academics in general — lost the battle when CAFT negotiations accepted the SFU principle of "reappointment of the dismissed social-science faculty by normal appointment procedures." This would have allowed SFU to review the alleged academic competence or incompetence of the dismissed faculty (now seven in number because of a death in 1972). But the SFU victims were not dismissed for incompetence. The firings were political, not academic.

"Normal procedures" would have permitted SFU to offer reinstatement to the senior two, who were of international stature, and to slough off the other five, who were at earlier stages of their careers. Yet the professed aim of CAUT was offers of reinstatement — reaffirmed as late as June, 1976, before the CSAA Board meeting. Indeed, in 1975 CAFT accepted an SFU scheme to allow the dismissed junior four to apply for study fellowships to "upgrade their academic qualifications." The CAUT Board and Council both rejected this ploy. CSAA legal counsel described this plan as "thinly concealed compensation" and "conscience money."

The Seven dismissed faculty rightly refused this entrapment, though urged by CAFT to apply for SFU posts by "normal procedures." They recognized that the procedure was rigged by SFU, and damaging to their professional status. Indeed, it added insult to injury.

In the summer of 1976, I became aware of negotiations between CAFT and the SFU board of Governors, looking toward dropping the censure without any offers of reinstatement to those wrongfully dismissed. SFU would unilaterally withdraw all charges against the Seven. CAUT might then drop the cases of the Seven, and lift the censure.

That is what happened. In September, 1976, the SFU Board withdrew all charges, and so notified each of the Seven. Morally, this left the Seven in a stronger position than ever — as was pointed out by some of the Seven, and by myself, to CAUT. No reinstatements were offered, however. Instead, CAUT wrote to each of the Seven in February-March, 1977, that because of non-co-operation by the Seven, further CAUT involvement was "unuseful." CAUT lifted the censure in May, 1977.

In June, 1977, at its Board and membership meetings, the CSAA debated the SFU matter, and reviewed its own independent censure of SFU. The Board recommended a mealy-mouthed resolution keeping the censure but encouraging academics to apply for SFU posts. The membership meeting decisively rejected this proposal, and reaffirmed the censure.

CSAA still urges social scientists not to accept posts, permanent or temporary, at SFU.

Let us sum up this grim and dismal record.

1. The CAUT strategy of compromise proved unviable. It ensured defeat.
2. CAUT acceptance of hardline SFU "normal procedures" threatened further serious damage to the dismissed staff. Rumours of alleged blacklisting by SFU administrators persist in one or two cases.
3. The record of academics in regard to the censure is mixed. Some have conscientiously refused SFU posts; others have accepted. Where such persons have had a choice and have accepted, or have stayed on at SFU, they have allegedly profited from the agony and injustices of others.
4. SFU, and the taxpayers of British Columbia and Canada who finance the University, have suffered. Mainly to blame are the hardline SFU administrators. They failed to recognize that innovations in Canadian universities are required.
5. Not only academics but national personalities got caught in the gears. A former national party leader accepted a summer post at SFU when it was still under censure by CAUT. A review of his correspondence with me suggests the squirmings of a dancing side-winder.

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Professor Stevens replies...

Professor Davis has always been an ardent and articulate spokesman on behalf of the seven faculty who were dismissed in 1969 by Simon Fraser University from the then Department of Political Science, Sociology and Anthropology. Except for two points, his letter is factually correct. First, the CAUT did request its sister organizations in other anglophone countries, in the strongest of terms, to support its censure of Simon Fraser University. And second, The Academic Freedom and Tenure Committee never accepted an SFU scheme to allow the dismissed junior four to apply for study fellowships to "upgrade their academic qualifications". A rough draft of a proposal which contained this notion among a number of other ideas was, however, circulated to the Seven for comment and to Professor Davis as a courtesy to him as President of the CSAA.

The original dispute was complex and the recent negotiations for resolution even more so since a resolution was being sought several years after the events that led to the dismissals. Professor Davis gives a brief but quite incomplete summary of this struggle. Although much more complete, the whole story is not even told in the many reports to be found in copies of the CAUT Bulletin over the past ten years.

My main reason for this note is to express a conviction that because the collected wisdom of the CAUT has been brought to bear on this extremely difficult affair that the solution is as equitable as possible under the circumstances and is in the best interests of the Seven, the University, the community served by the University and the CAUT. To comment further would be contrary to this conviction.

J.R. Stevens
University of Guelph

These two letters conclude the exchange of correspondence on the Simon Fraser case (Ed.)

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Research and development in Canada a brief outlook

by Judd Buchanan

Research and Development is one of the cornerstones of our economy and is of fundamental importance to the well-being of Canada. Science is one of our principal means of defining and achieving a desirable human future and if properly fostered and utilized can contribute greatly to our health and prosperity.

Although we spent nearly \$2 billion on R&D in Canada in 1977, this represents less than 1% of our Gross National Product. When one looks at the distribution of our research effort, it is our industrial sector which is the weakest. Industry accounts for only 35% of all funds spent on R&D and 44% of all research performed in Canada. In comparison with other developed countries, where typically industry funds 40% to 50% and performs 60% of all R&D, the proportions for Canada are low.

Without a satisfactory level of industrial R&D we cannot expect our economy to remain competitive, to create the new industrial opportunities which will in turn create more jobs and raise our standard of living. Unless we have a dynamic industrial research effort we shall become four-time losers: we will lose our expensively trained researchers to other countries; we will fail to capture our share of the world markets; we will lose our vital lead in new technology; and we will suffer large trade deficits on manufactured high technology.

It is important to create a climate conducive to the promotion of industrial R&D and to choose programmes that will help stimulate research performed by and sponsored by the private sector. The Conference of First Ministers, in February 1978, gave special emphasis to the need to increase industrial research and development.

In order to accomplish the above, the government has adopted a number of specific objectives. These are:

1. As a new national priority, to reach a target of 1.5 per cent of Gross Domestic Product for R&D expenditure in Canada by 1983.
2. To use federal government procurement to stimulate industrial research and development in Canada.
3. To encourage greater private sector spending on research and development and to create more job opportunities in science and technology.
4. To open federal laboratories to the private sector in order to encourage greater technology transfer between government and business.
5. To create Industrial Research and Innovation Centres to assist industry, particularly small businesses and private investors, in the development of new products and technologies.
6. To assist in the development of Centres of Excellence on a regional basis, both to build upon the diverse strength of Canada and to ensure local expertise and initiative.
7. To increase funding for university research in areas of national concern.

In implementing these objectives, particular emphasis has been and will be given to measures to encourage an

increase in industrial R&D. To this end an important measure introduced in the federal budget of April 10, 1978 provides for a tax incentive for industrial R&D which will allow companies to deduct 50 per cent of their scientific expenditures, over those that were incurred in the preceding three-year base period, this incentive to be in effect for ten years. This is in addition to the investment tax credit on R&D of 5 to 10 per cent approved last year. These two tax provisions will result in foregone tax revenue of \$85 million against an estimated increase in industrial R&D expenditures of \$175 million this year.

These incentives are in addition to the 100 per cent write-off of R&D expenditures already in existence and to the direct federal government support of industrial R&D of \$275 million in the current fiscal year.

The purpose of these measures is not simply to encourage industry to do more R&D but, as a result, to become more innovative and competitive. As well, foreign owned firms will be encouraged to develop autonomous product lines in Canada and so realize market opportunities in all parts of the world. The government will be following the response of industries on both these points.

The universities can be an important source of assistance for industrial development. We have in our universities a large expertise and an innovative and reactive research potential which is presently under-utilized. We are therefore directing special attention to promoting improved interaction among government, industry and university researchers.

University research is essential for the training of the highly skilled who will be required to tackle tomorrow's problems; the optimum use of our resources; the protection of our environment; the continued health of our people; and the development of new sources of food and materials. The decline in growth of universities in Canada and in many other countries has created serious problems. It would be a tragedy if the talents, knowledge and public investment represented by our graduates were not fully explored to the benefit of the country.

Last April, I introduced a science and technology program for \$5.5 million to encourage the employment by industry of our highly qualified manpower. This year an additional \$3 million has also been allocated and its



The author is the Minister of State for Science and Technology.

primary purpose is to create jobs for unemployed scientific and technical personnel to undertake research projects in universities at the request of Canadian firms. This new program is directed essentially at small businesses that do not yet have an R&D capacity of their own.

Through the reorganization of the Granting Councils under Bill C-26, the Government had several objectives in mind. These were:

- to foster excellence in research;
- to provide a base of advanced knowledge through the support of curiosity-oriented or basic research;
- to encourage research that contributes directly to national goals;
- to foster interdisciplinary research;
- to provide for a regional balance of scientific capabilities in Canada;
- to assist in the establishment of centres of concentration in specific areas;
- to maintain a basic capacity for research training.

Last year the government increased its support for the Research Councils by \$20 million and specifically assigned \$8 million of this for new programmes in support of national objectives. The National Research Council used its share to initiate a strategic grants programme and the response to this programme by the university community was overwhelming.

In addition to the \$196 million already provided for in the 1978/79 Estimates, this year the budget of the three granting councils for funding university research in areas of national concern will be increased by a further \$10 million.

In order to facilitate the transfer of ideas, innovations, information skills, manpower and technological capacity from government to industry and from university to industry, the government intends to establish, in consultation with the provinces, up to five regional university-based Industrial Research and Innovation Centres (IRIC) over the next few years. An amount of \$2 million will be made available for this purpose this year.

Also, to assist in the further development of the industrial capacity of each region, Centres of Excellence will be established throughout Canada. Another objective for the Centres will be to achieve better integration of government, university, and industrial research activities. The government will spend \$6.8 million in 1978-79 toward the establishment of the following centres.

1. The National Research Council will establish an ice tank and associated facilities at St. John's, Newfoundland, suitable for research and tests of models of ships such as ice breakers, and of other structures, to improve their design and ensure their efficient and safe operation in ice-covered waters. An amount of \$1.8 million will be provided for this program.
2. The National Research Council will establish a materials research centre in Quebec to undertake research and to support research in industry on materials problems. An additional amount of \$2.3 million for this purpose will be provided.
3. A new facility will be constructed by Agriculture Canada at St-Jean, Quebec, to provide a focus for national research programs on organic soils. Space will also be provided for researchers from the provincial Department of Agriculture. An amount of \$0.5 million is provided for this facility.

All very well, but...

Minister of State for Science and Technology, Judd Buchanan, says Ottawa has a new policy to substantially strengthen research and development activity in Canada. The six-point R & D program announced by Mr. Buchanan in the House of Commons on June 1st may indeed forecast the first important development towards this direction but, at the same time, one must question whether the measures are merely a small administrative step forward in an area where large policy strides are needed.

In many respects, Ottawa's policy on science seems altogether too vague. Take, for example, the relatively bold target of 1.5 per cent of Gross Domestic Product to be spent on R & D by 1983. This goal is both worthwhile and challenging — Canada currently spends less than 1 per cent of G.D.P. on science. Nowhere does the Buchanan announcement state, however, any commitment regarding the total federal contribution toward reaching this target. Nor is mention made of the fact that the economy as a whole would have to grow a 5.5 per cent in real terms annually for five years to reach it, or of the consequences for university and government research if these predictions for national economic growth failed to meet up to Jean Chrétien's expectations. Moreover, even if the target is met, Canada would still be investing less in this vital area than most of our western industrialized competitors do now. We may surpass Italy in our commitment to R & D, but surely this is not good enough when the truly successful economic powers — the United States, West Germany and Japan — each spend more than 2 per cent of their vastly larger G.D.P.'s on science and technology and continue to increase their commitment to innovation.

Awaiting definition also are the respective roles in the overall scheme for R & D envisaged by Ottawa of so-called "applied research" and "basic research". Whereas Ottawa is to be praised for its recent efforts to encourage collaboration and sharing of resources between the three research sectors — technology transfer to technology as an objective for some in-house and university laboratories is much needed — it is an altogether different proposition to have the Prime Minister state, as he recently did in a letter to the Canadian Federation of Biological Societies, that the only justification for increasing granting council research funds would be "eventual impact on the economy". That particular message forecasts a fundamental reversal in policy regarding the choice of criteria for evaluation and selection of research proposals, and potentially undermines the authority and independence of the granting councils, who previously were free to deploy their extramural budgets for applied and basic research but on scholarly merit alone.

Finally, the CAUT and CFBS remain dismayed that the entire apparatus of reformed science policy principles and structures built into Bill C-26 may have been seriously jeopardized by some of the recent appointments to the Natural Sciences and Engineering Research Council and the Social Sciences and Humanities Research Council. The CAUT and CFBS believe that the appointment procedures should be re-examined so that future chairmen will be independent researchers and scholars and that those appointed to the councils to represent the public interest will be distinguished Canadians independent of political interest. (Ed.)

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YML 627	Wed. JUNE 27 - Fri. JUNE 27	via British Airways	One Year
YML 801	Wed. AUG. 01 - Fri. AUG. 01		One Year
YML 830	Thu. AUG. 30 - Sat. AUG. 30		One Year

3. MONTREAL/PARIS/MONTREAL Short Groups

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MP 528	Mon. MAY 28 - Fri. SEPT. 07		102 Days

4. MONTREAL/PARIS/MONTREAL Sabbatical Group Flights

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Saskatoon	\$534.00	\$656.00	\$534.00	\$656.00
Winnipeg	\$504.00	\$616.00	\$504.00	\$616.00
Toronto	\$474.00	\$586.00	\$474.00	\$586.00
Montreal	\$450.00	\$562.00	\$450.00	\$562.00
Halifax*	\$475.00	\$587.00	\$475.00	\$587.00
Sydney*	\$450.00	\$562.00	\$450.00	\$562.00
Fredericton*	\$450.00	\$562.00	\$450.00	\$562.00
Saint John, N.B.*	\$450.00	\$562.00	\$450.00	\$562.00
Moncton*	\$450.00	\$562.00	\$450.00	\$562.00
St. John's, Nfld.*	\$450.00	\$562.00	\$450.00	\$562.00

*Travel must be via Montreal

PLEASE NOTE: For cities not included, group air fare will be calculated over closest "Group Fare" departure point, e.g. originating in Charlottetown, regular fare to Moncton, then group fare.

- The "Low Season" fare will be charged for all departures except those occurring between May 15th and Sept. 14th.
- No stopovers are permitted either in Toronto or Montreal for flights to and from Europe.
- All fares quoted are per current Tariffs and are subject to change. Fares shown are per adult plus \$8.00 Canadian Transportation Tax. Children 2-11 years of age pay 50% of fares shown plus \$4.00 Canadian Transportation Tax. Infants under 2 years of age pay 10% of Montreal departure fares regardless of point of origin.
- Weekend surcharge will apply for Eastbound flights departing Fridays or Saturdays, Westbound flights departing Saturdays or Sundays (\$15.00 Paris; \$5.00 London/Amsterdam).

1. CHARTER CLASS FARES: (No membership requirement — no C.A.U.T. Administration fee)

Charter Class fares are booked on an individual basis. Tickets are valid for a minimum of 7 days and a maximum of 60 days. No stopovers are permitted. Reservations must be made and tickets purchased by not later than 30 days prior to departure. For reservations made earlier than 30 days prior to departure, deposit of \$50.00 must be paid within 7 days of making reservation with balance payment due by not later than 30 days prior to departure. These flights are performed by carriers such as British Airways, Air Canada, Lufthansa, CP Air, KLM, etc., and operate to London; Manchester, Prestwick, Paris, Amsterdam, Frankfurt, etc. (Details on rates available from Finlay Travel — address in this ad).

Cancellations and Refunds:

Deposit of \$50.00 is non-refundable in all cases if cancellation takes place up to 30 days prior to departure. If cancelling within 30 days, \$100.00 is forfeited. In both cases, insurance protection will apply if cancellation is due to medical reasons.

Please note: Since no discounts are available to children (2 thru 11 years) on this class of fare, procedure calls for the booking of children on the same departure flight at the 22/45-day excursion fare, thus enabling us to provide a discount of 50% on the 22/45-day excursion fare. Infants (under 2 years) are granted free passage on Charter Class Flights. No more than one infant to each fare paying adult passenger.

2. NON-AFFINITY GROUP FLIGHTS: (No membership requirement — no C.A.U.T. Administration fee)

These flights will be operated by CP Air to Lisbon, Rome and Athens on specific dates which will be published by CP Air at a later date. Early registration is imperative as these flights are extremely popular.

(Rates not available at time of printing — details on application).

(Eligibility)

Membership in C.A.U.T. is a requirement of I.A.T.A. (International Air Transport Association) and A.T.C. (Air Transport Commission). Family members, spouse, dependent children and parents living in the same household are also eligible to participate.

BOOKING CONDITIONS:

Complete programme and registration form will be mailed to C.A.U.T. members early in the academic year. C.A.U.T. members may contact Finlay Travel before that using the toll-free number in this ad.

DOCUMENTATION:

All passengers must be in possession of valid passport. Smallpox vaccination is no longer a requirement if visiting the U.K. and Continental Europe. Passengers travelling to African or Asian points check on inoculation and visa requirements.

MISSED FLIGHT INSURANCE:

Entire flight coverage for Charter Class and return flight coverage for Group Flights (see cancellation clause) is available to protect you against loss of air fare if unable to travel on the designated dates due to personal injury or sickness or

sickness of an immediate family member. Complete details will be provided with confirmation of reservation.

RESPONSIBILITY:

Should the number of registration received for a group (minimum 20 passengers required) be insufficient to operate such a flight, right is reserved to cancel the group. In this event, every effort will be made to offer an alternative departure or monies paid will be refunded promptly. Notice of any date changes will be given 30-60 days prior to date of departure.

CANCELLATION AND REFUNDS:

Groups: Cancellation prior to 15 days before departure from Canada, no penalty except administration fee retained. Within 15 days of departure, registration fee is charged plus 25% of the air fare. The latter will be waived if a replacement passenger is found up to 5 days prior to departure or if cancellation is due to medical reasons.

Apart from the conditions governing cancellations prior to departure from Canada, passengers are hereby advised that should a return to Canada become necessary other than on the date shown for the group flight, the passenger(s) will be required to purchase full rate one-way tickets home. Whilst every effort will be made to obtain a refund on the unused portion of the Group Ticket(s), no

guarantee is given. Refund, if any, will consist of the balance remaining after deducting the normal fare for the transportation used from the group fare paid.

LIABILITY:

All arrangements for transport services are made on behalf of CAUT by FINLAY TRAVEL LIMITED as agents only and neither FINLAY TRAVEL LIMITED nor any other organization or person co-operating with them is liable for any injury, loss, damage, deviation, delay or curtailment however caused, which may occur during the journey except as far as the carriers may be liable according to the law relating to liabilities as established by the Warsaw Convention, October 1929. The prices, dates and routes shown in this programme are subject to alteration or cancellation without notice.

Sponsored by:

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75 Albert Street, Suite 1001,
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WATTS 1-800-268-8577
Toll Free

SOUTH PACIFIC GROUP FLIGHTS:

Ref. No. LOS ANGELES - SYDNEY/LOS ANGELES (via Air New Zealand).

TE 108	Jan. 09 (Tue) - Apr. 08 (Sun)	89 Days
TS 102	Jan. 09 (Tue) - June 27 (Wed)	169 Days
TS 126	Jan. 30 (Tue) - Mar. 15 (Thu)	44 Days
CS 202	Feb. 02 (Fri) - Aug. 06 (Tue)	185 Days
YS 630	Jun. 30 (Sat) - Jun. 30 (Mon)	One Year
TS 701	Jul. 01 (Sun) - Aug. 30 (Thu)	60 Days
TS 102	Nov. 02 (Fri) - Apr. 30 (Wed)	180 Days
TS 212	Dec. 12 (Wed) - Jan. 06 (Sun)	25 Days
TS 220	Dec. 21 (Fri) - Mar. 20 (Thu)	90 Days

Other flights (mainly short duration) also available, including flights to New Zealand. Details on request.

GROUP FARES

from:	to SYDNEY	to AUCKLAND
Vancouver	\$ 925.00	\$ 861.00
Los Angeles	\$ 925.00	\$ 861.00
Calgary	\$1,049.00	\$ 985.00
Edmonton	\$1,061.00	\$ 997.00
Regina	\$1,115.00	\$1,051.00
Saskatoon	\$1,101.00	\$1,037.00
Winnipeg	\$1,165.00	\$1,101.00
Toronto	\$1,149.00	\$1,185.00
Montreal	\$1,280.00	\$1,216.00
Ottawa	\$1,272.00	\$1,208.00

PLEASE NOTE:

- No Stopovers permitted.
- All fares quoted are per current Tariffs and are subject to change. Fares shown are per adult plus \$8.00 Canadian Transportation Tax. Children 2-11 years inclusive pay 50% of fares shown plus \$4.00 Canadian Transportation

Tax. Infants under 2 years of age pay 10% of the Westcoast fare regardless of point of origin.

ELIGIBILITY:

Same as outlined for Trans-Atlantic groups. Minimum of 15 passengers must travel together (two half fares count as one full fare).

DOCUMENTATION:

Holders of Canadian passports require a visitors visa to Australia. Application forms will be provided with confirmation of reservation(s). Nationals of other countries, please enquire.

CANCELLATION

AND REFUNDS:

Same as outlined under Trans-Atlantic groups except 25% penalty charged if cancellation takes place within 30 days before departure.

BOOKING CONDITIONS:

Same as outlined under Trans-Atlantic groups except balance payment due 45 days prior to departure.

Limited term and part-time faculty, tenure quotas

Austerity has persuaded some university administrations in Canada to increase the number of academic staff who do not hold regular appointments of a probationary or tenured type. Some are part-time. Some are full-time but for a limited term, either eight or nine months or a given number of years. Some have increased the number of visiting professors. Others talk about the need for tenure quotas.

The CAUT at its most recent annual meeting in Ottawa passed policy statements and guidelines in these areas. The purpose was to ensure that the position of the full-time faculty was not eroded by such contracts and that anyone on a special contract would receive reasonable and not exploitive treatment by the university administrations.

Tenure quotas rejected

The policy flatly opposes tenure quotas. The CAUT considers that tenure should be earned by merit. If the faculty member serves the requisite number of probationary years with merit, he or she should receive tenure. The Council considered that tenure quotas would discourage serious evaluation of the professional and academic qualifications of excluded academic staff. It thought that tenure quotas would undermine academic freedom since those excluded from tenure would be particularly vulnerable to coercion and exploitation.

The Council called on universities to use limited term contracts for the purpose for which they were originally conceived, namely for replacement of academic staff on sabbaticals, sick leave, leave without pay or for those funded by contracts from outside the university's regular funds. It opposed eight or nine month contracts. It suggested that limited term contracts should not exceed three years except where the person is supported by funds from outside the university.

It considered that if either the person or the post was continued for more than three years, the university had created a *de facto* probationary situation and should act as though it were a probationary arrangement.

No to retroactive limited term contracts

The Council agreed that contracts could be offered to an academic staff member for a definite and limited term because the funds came from a specific research or government programme with a terminal date. The academic staff member, however, should be informed in writing at the time of appointment of the nature of the contracts. The Council held that it was not acceptable to attempt retroactively

to declare appointments to be limited term because of short-term funding problems.

The Council resolved that visiting professorships should be restricted to bona fide visitors, i.e. someone on leave from another university. They should not be used as a substitute for probationary contracts.

The Council recognized that in certain limited circumstances universities may appoint staff with a teaching responsibility but without obligation for research or other scholarly activity. It held that such appointments should not be used to substitute for probationary or tenured positions.

In the case of part-time faculty, the Council called for an end to the exploitive situation whereby universities could hire individuals on a part-time basis and then give them a *de facto* full-time workload but with a part-time salary and no or few fringe benefits. It called for such faculty members to be converted to full-time status.

Call for fairness

In all the above cases the Council called for fair and reasonable contractual arrangements. For instance, it suggested that those on limited term should enjoy the same rights, benefits and privileges as are common to all other academic staff except that fringe benefits would not continue after the

CAUT COUNCIL 1978

term of the contract and by definition the staff member would not be considered for tenure unless his or her status changed to a probationary one.

It called for contractual protections for those funded by research grants and those on visiting professorships but not in a manner such that these staff members could claim benefits both from their host university and their other employer.

Tenure status

In the case of genuine part-time faculty (those on part-time status teaching less than two courses or the equivalent), it called for tenure status after seven years and for pro-rated benefits where these were possible and necessary.

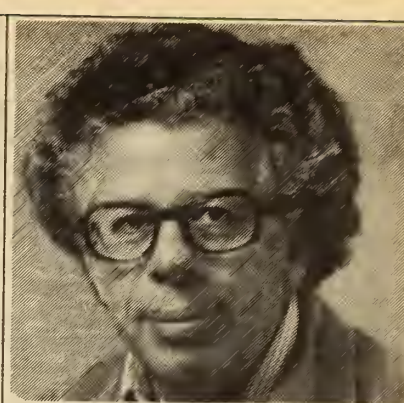
The Council urged faculty associations to admit as members and to bargain for the rights of those on limited term contracts, contracts funded by research grants, visiting professorships, and those on part-time status who teach two or more courses. It called on the Collective Bargaining Committee to study the legal problems involved in representing part-time faculty who teach less than two courses.

In order to increase flexibility in the university, the Council also approved arrangements whereby academic staff members could opt voluntarily for part-time rather than full-time status. Normally this would be half-time status. Any such policy must ensure that the staff member continues to maintain his or her tenured status and as a minimum receive pro-rated fringe benefits.

These policies will be printed in full in a subsequent issue of the Bulletin



Ron Bercov



Roland Penner

New executive officers elected Mathematician heads CAUT; law professor vice-president

The Canadian Association of University Teachers' governing Council elected Professors Ronald Bercov and Roland Penner as President and Vice-President, respectively, of the 24,000-member organization. The election took place at the CAUT annual Council meeting held last May in Ottawa.

Professor Bercov served as Vice-President of the Association during the 1977-78 academic year. A mathematician, Dr. Bercov is Professor at the Department of Mathematics at the University of Alberta. A graduate of the University of Alberta (B.Sc.) and the California Institute of Technology (Ph.D.), Dr. Bercov has taught at the University of Alberta since 1963. In 1969 he was Visiting Associate Professor at the University of Washington and in 1971-72 he was performing the same duties at the California Institute of Technology.

Active in local faculty association affairs, Professor Bercov was President of the University of Alberta Academic Staff Association (1975-76) and member of the CAUT Board of Directors the same year. Dr. Bercov is member of the Canadian Mathematical Congress, having been twice elected to the Congress' Council, and was Editor of the Canadian Mathematical Bulletin (1970-1975). He is member of the American Mathematical Society, the Mathematical Association of America

and the American Association for Advancement of Science.

He replaces Professor Gordon Jones of Memorial University as CAUT President.

The CAUT Council also elected Professor Roland Penner of the University of Manitoba as Vice-President of the Association.

A Professor of Law at Manitoba, Prof. Penner is the retiring Chairman of the CAUT Collective Bargaining Committee — a post he's held since 1975. He is a member of various professional and academic organizations, including the Canadian Council on Social Development and the Administrative Committee of the National Legal Aid Research Council.

From 1972 to January of this year, Professor Penner was Chairman of the Board of the Legal Aid Services Society of Manitoba. He has published a number of articles on faculty collective bargaining, legal aid, police and the law and on the legal aspects of drug abuse.

Professor Penner replaces Professor Bercov as Vice-President.

In addition, the Council has elected Professor Derek W. Sida to replace Prof. Robert Hanrahan as Treasurer.

Dr. Sida, a Professor of Mathematics at Carleton University has been active in faculty association affairs at the local and provincial levels. He is member of CAUT Economic Benefits Committee and a trustee of the CAUT Defence Fund.

Personnel files of faculty members

At the annual meeting of the Canadian Association of University Teachers held last May in Ottawa, the governing Council adopted a policy on the personnel files of faculty members. This has been the subject of considerable debate within CAUT over the past decade.

Two separate proposals were presented to the Council, one by the Academic Freedom and Tenure Committee suggesting that grievors should have access to their personnel files, including any assessments that had been sought by the university, the other from the Collective Bargaining Committee urging that grievors should have access to their personnel files, including any assessments, with the names of the authors removed but supplied to the arbitrators of the grievance.

The delegate from Trent urged the Council to accept the view that anonymity did not guarantee candour but frequently maliciousness and that only openness could guarantee an honest view. Furthermore, he

suggested that anonymity was inconsistent with the CAUT's support of freedom of information legislation. In a series of straw votes, no one was prepared to vote for the existing policy of CAUT, namely that the summaries should be supplied along with the lists of the referees.

After considerable debate, the Council endorsed the view of the Academic Freedom and Tenure Committee, namely that assessments and their authorship should be available to individuals involved in a grievance case. In addition, the Council adopted a document dealing with other aspects of personnel files, including anonymous material, libellous entries, the right to correct and add material, the confidentiality of the records, particularly medical records in relation to third parties inside or outside the university, and destruction of letters of reprimand after a period of time.

This policy will be printed in full in a subsequent issue of the Bulletin

Publications and Information Officer

The Executive Committee of the Canadian Association of University Teachers has appointed Helen Baxter to the position of Publications and Information Officer. One of her responsibilities will be to edit the *CAUT Bulletin*.

Ms Baxter, a graduate of Carleton University (B.J.) was consultant editor of *Inuit Today* a monthly magazine of the Inuit Tapirisat of Canada (National Eskimo Brotherhood) and has worked for the Ministry of State for Urban Affairs as media consultant.

She is replacing Israel Cinman, who is on sabbatical.

OTTAWA NOTES

by Jill Greenwell (Relations with Government Officer)

Another blow to foreign students

The Department of Employment and Immigration is studying the feasibility of implementing regulations which will require universities to advertise extensively in Canada for teaching and research assistants. Under the new regulations, universities would have to prove that no qualified Canadian or landed immigrant had applied for the assistantship before hiring a foreign graduate student for the job. Nor would such jobs be restricted only to graduate students but would in fact be open to anyone qualified to undertake the work.

The proposed changes are due to what immigration officials perceive to be a sharp increase in the number of employment authorizations issued foreign graduate students since 1974, together with a growing concern about unemployment levels among Canadian Ph.D.s. and masters degree-holders.

The CAUT has written to the Minister, Bud Cullen, pointing out the very serious ramifications for the graduate programmes of universities, and urging the federal government to restrict teaching assistantships to bona fide graduate students and to ensure that foreign graduate students holding assistantships could renew them without advertisement if they maintained the standards required.

The National Union of Students, and several graduate student associations have written to the Minister protesting the proposed changes.

The CAUT Collective Bargaining Committee has been asked to consider the question of including graduate assistants in the bargaining units of unionized faculty should the federal government proceed with the implementation of the new changes. The CAUT has up to now refrained from claiming the right to represent such positions in faculty bargaining units on the new changes. The CAUT has up to now refrained from claiming the right to represent such positions in faculty bargaining units on the grounds that they constitute part of the graduate learning process. The new regulations would by opening graduate assistantships to candidates other than graduate students, turn such posts into regular faculty posts and the holders would, therefore, be entitled to regular faculty salaries.

Twenty plus five and the Canada Council

Canada Council, as part of a review of its mandate, is conducting a series of open meetings on the future of the arts in Canada. The Council has invited a number of individuals and organizations to participate in the discussions on the future direction of its activities.

A CAUT representative attending one of the Atlantic meetings in June, spoke against the Council's recent decision to restrict, with minor exceptions, its grants to Canadian citizens only, the dangers of excessive regionalization, and urged that better use be made of the resources which already exist in universities and faculty. The next series of meetings will be held in Kelowna, Victoria and Vancouver, September 19-21. It is hoped that meetings in other regions will be completed by December.

Obscenity legislation affects faculty

Omnibus Bill C-51, which contains controversial amendments to Canada's obscenity legislation, is expected to die on the order paper when Parliament reconvenes in October. The amendments were based in part upon the Report of the Justice and Legal Affairs Committee (chaired by Mark MacGuigan, former Dean of Law, University of Windsor) which had been charged with considering what was perceived to be a growing problem with pornography, particularly that involving children.

Some of the more extreme recommendations made by the Committee, such as the prohibition against the use of expert witnesses in the determination of community standards in obscenity trials, have been ignored by the drafters, but the Bill nevertheless contains a number of alarming proposals, including a new and broad definition of obscenity which could prove impossible to administer.

The CAUT is collaborating with the Writers' Union of Canada which has established a Committee, chaired by June Callwood, to study various aspects of censorship, including book banning by local school boards. Despite the strong possibility that the bill will not re-surface in its present form, the CAUT will write to the Minister of Justice, voicing its concern over the possibility the legislation may effect university course reading lists or library holdings.

RCMP wrongdoing sparks campaign

Recent revelations of serious misconduct by RCMP security branch members may be of only theoretical interest to some Canadians, but the Canadian Civil Liberties Association hopes it is of vital interest to all Canadian academics.

Teachers in Canadian universities constitute one of the groups the CCLA believes should have maximum intellectual and practical interest in the issue. Consequently, the association is especially hopeful that large numbers of academics will support its current nationwide campaign and sign its Petition on RCMP Wrongdoing.

The petition, which is to be presented to the Federal government this fall, describes the CCLA's concerns and objectives as follows:

"Since the end of October, 1977, there has been a wave of allegations and revelations concerning RCMP law breaking — burglary, theft, mail opening, etc. Despite the gravity and quantity of the offences involved (reportedly hundreds), as of May 1, 1978, not a single charge has been laid or disciplinary measure imposed.

"While the McDonald Commission (the royal commission inquiring into RCMP wrongdoing) may well have a role to play, it must no longer be used as the excuse for delay and inaction.

"In the interests of both the reputation of the RCMP and the viability of the rule of law, the Canadian Civil Liberties Association and the signatories of this petition call upon the Federal government immediately to invoke as follows, the normal processes of law enforcement.

"1. Initiate investigations, prosecutions, and disciplinary proceedings within its jurisdiction in such matters as mail openings and alleged RCMP misleading of Federal Cabinet Ministers.

"2. Transmit to the Provincial Attorneys General whatever evidence falls within their jurisdiction in such matters as break-ins, theft, arson, etc."

To refute possible claims by cynics that people might sign the CCLA petition without being convinced of the legitimacy of the cause, the CCLA

is requiring that each signature be accompanied by a donation of at least \$1. The donation will demonstrate the seriousness of the signer and support a special fund established to counteract excesses of police power.

By the time the CCLA's national campaign had begun in late June, the association had collected 3,000 signatures and \$3,500 from among its own members and their friends. This and the addition of 1,000 members to its membership list, much of it following revelations of RCMP wrongdoing, led the CCLA to realize the depth of public concern and anger about government inaction. Hence the national petition campaign.

Under the direction of Dr. Daniel G. Hill, the former director and chairman of the Ontario Human Rights Commission, volunteers were mobilized across Canada to get signatories for the petition. Leaders of major national and provincial organizations, including the Canadian Labour Congress and Canadian Union of Public Employees, publically endorsed the campaign. And local campaigns to support the national effort were organized in several urban centres such as Ottawa, Hamilton and Vancouver.

The petition campaign is scheduled to close by the end of September. Anyone interested in signing the petition or circulating it among colleagues, friends or members of organizations to which he or she belongs can get as many copies as are required by contacting the Canadian Civil Liberties Association.

The CCLA's address is 229 Yonge St., Suite 403, Toronto, Ontario, M5B 1N9. The telephone number is (416) 363-0321.

The CCLA invites the active participation of academics. "At issue," the association says, "is nothing less than the fundamental principle of the rule of law."

Space for the above information is made available to the CCLA by the CAUT as an indication of the support the CAUT extends to the CCLA and its aims. Participation in the nation wide campaign is a matter of individual conscience on the part of CAUT members.

J.H. Stewart Reid Fellowship

Anne Eleanor Russon, a doctoral candidate at the Université de Montréal is the recipient of the \$3,500 1978 J.H. Stewart Reid Memorial Fellowship.

Ms. Russon, 31, is conducting research in the area of social ethology and social development. A graduate of McGill University, B.Sc. (Mathematics) and M.A. (Psychology) she hopes to continue teaching and research following completion of her studies at Université de Montréal.

The J.H. Stewart Reid Memorial Fellowship was established by the Canadian Association of University Teachers through voluntary contributions to honour the memory of the first Executive Secretary of the Association. The \$3,500 fellowship is available to Canadians pursuing post-graduate work in Canada.

The Award Committee — Dr. Howard McCurdy (University of Windsor), Dr. Jacques St. Pierre (Université de Montréal) and Dr. Percy Smith (University of Guelph) — reviewed more than 200 applications this year.

CAUT Central Office Staff

Donald C. Savage	<i>Executive Secretary</i>	Relations with Government Association Affairs Collective Bargaining
William Goede	<i>Acting Associate- Executive Secretary</i>	Academic Freedom and Tenure National Committee- Librarians Association Affairs
Jill Greenwell	<i>Professional Officer</i>	Relations with Governments
Ronald Levesque Edward Bartley	<i>Professional Officer</i> <i>Professional Officer</i>	Collective Bargaining Legal Aspects of Collective Bargaining
Robert Léger	<i>Professional Officer</i>	Economic Benefits, Salaries
Helen Baxter	<i>Professional Officer</i>	Acting Editor, CAUT Bulletin Information Officer
John Bonang	<i>Business Manager</i>	Fees Office administration
Penny Plamondon	<i>Bookkeeper, Assistant to Business Manager</i>	
Robert Moore	<i>Documents Clerk</i>	
Kevin Agrew	<i>Research Assistant (Economic Benefits)</i>	

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Jackie Macdonald
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Susan Centen
Linda St. Pierre
Cecile Emond
Liza Duhaime

Canadians one step closer to a Freedom of Information Act?

If Canada is to have a comprehensive Freedom of Information legislation comparable to Freedom of Information Act in the U.S., a lot depends on the government's willingness to accept the recommendations of the Joint Commons-Senate Committee on Regulations and Statutory Instruments, co-chaired by Liberal Senator Eugene Forsey and Conservative MP Gerald Baldwin.

Charged with reviewing and making recommendations to the Cabinet on the Government's 1977 Green Paper on Public Access to Government Documents, the Committee released its report last June, in which it identified two central themes where the Green Paper ought to undergo rigorous rewriting.

The first is the "exemption", or the kinds of documents the government would be able to withhold from the public. The second is the process under which government refusal to make information available to the public is reviewed.

Under the exemptions category, the Committee rejected the Green Paper term "national security", calling it "imprecise" and opting instead for definitions which would allow the government to withhold only those documents "the disclosure of which could be reasonably expected to be detrimental to national defence, international relation or to federal-provincial relations. In the past, the term "national security" was described as a catch-all phrase, used by the government and its ministers to limit public access to information they felt might be sensitive or possibly embarrassing.

The Committee rejected the Green Paper's broad position on non-release of information regarding law enforcement, stating that "exemptions pertaining to law enforcement must be specifically defined in such a way as to permit the greatest possible degree of public scrutiny of law enforcement activities. Exemptions protected from public scrutiny, says the Committee, ought to be those that "would be reasonably expected to (a) interfere with enforcement proceedings, (b) deprive a person of a right to a fair trial or an impartial adjudication, (c) constitute an unwarranted invasion of privacy, (d) disclose investigative techniques and procedures, (e) disclose the identity from such a source, or (f) endanger the life or physical safety of law enforcement personnel."

As envisaged by the Committee, the judicial review process would involve the establishment of an information commissioner and a right of ultimate appeal to the courts. The burden of proof that a document should not be made public should be placed on the government agency or department, the Committee says.

The information commissioner would investigate cases on complaint and would examine the documents *in camera* on a confidential basis, says the Committee. The Commissioner would not be able to order the release of information, but if he is of the opinion that the information should be made public and a government agency official or a minister persists in his refusal, the plaintiff would have a right to an "ultimate appeal to the courts, with the power, if necessary, to examine documents *in camera* and to order their release."

The onus should be placed on the relevant government agency or department to establish that the document in question is exempt under the legislation.

In many instances the report follows the same line of reasoning as that of the CAUT and other interested groups who have made the Commissioners aware of the kinds of concerns the CAUT membership wished to see the Committee address. (The CAUT Relations with Governments Committee drafted a Freedom of Information brief which was submitted to the Forsey-Baldwin Committee.)

The CAUT brief called for a comprehensive Freedom of Information legislation based on the principle of a judicial review process. It also tackled the question of "national security", saying that this designation has a limiting effect on the availability of documents and urged narrowing the restricted categories to defence, foreign relations, cabinet matters (excluding what the Committee calls "documents composed of mainly factual or statistical material") and federal-provincial relations.

The CAUT also stressed that the onus should be on the government to demonstrate the need for withholding of information falling within one of the exempt categories and urged that the number of security classifications be reduced to two—"secret" and "topsecret".

Gerald Baldwin describes the report and its recommendations as being "strong", and if adopted by the government, instrumental in creating "strong Freedom of Information legislation in Canada." Ottawa is likely to introduce some form of legislation this Fall.

"I hope that the government will listen to the parliamentary committee," says Donald Savage, CAUT Executive Secretary. "It is a fine report—an example of a bipartisan committee producing excellent work. If the government refuses to listen, why should any other parliamentary committee bother to do a decent job? Both CAUT and the faculty associations who wrote to the committee can feel proud of a job well done both by ourselves and the committee." I.C.

AMNESTY INTERNATIONAL

by Jean Sonnenfeld

Denial of Human Rights in Singapore

The Faculty Association at McMaster University participated recently in Amnesty International's world-wide campaign directed against the continued denial of human rights in Singapore. Speaking on behalf of the Association's 600 members, Professor Tom Truman, the new President, urged Singapore's Prime Minister Lee Kuan Yew to bring all political detainees to trial "as quickly as possible so that reasons for their imprisonment can be determined by fair trial and they can be sentenced or released promptly."

Professor Truman called particularly for the release of Dr. Poh Soo Kai, who has spent up to 12 years in jail without being charged or tried. "We feel strongly," he wrote to Mr. Lee, "that detaining political prisoners without trial violates basic human rights wherever such violations occur." Dr. Poh is an adoptee of the Hamilton, Ontario Group of Amnesty International. (P.O. Box 5213, Station E, Hamilton, Ontario L8S 4K9).

Dr. Poh is a medical practitioner and a former opposition leader. First arrested in 1963 for peacefully expressing his political views, he was released 10 years later. He continued to criticize the Singapore government for curtailing civil liberties, and in particular for its use of the Internal Security Act to detain political opponents without trial. He was re-arrested in 1976, shortly after being interviewed by Michael Maclear for a CTV programme on Singapore, and again faces an indefinite period of detention without trial. Dr. Poh's wife and his lawyer, Mr. G. Raman, were also arrested early in 1977. Mr. Raman was one of the few lawyers left in Singapore willing to defend political prisoners and was himself an outspoken critic of the government.

In February 1978 Amnesty International published an updated **Briefing on Singapore**. At the same time 3 political prisoners began their sixteenth year of detention without trial: Said Zahari, Dr. Lim Hock Siew and Ho Toon Chin, members of the Barisan Sosialis (Socialist Front), who were arrested on February 2, 1963. A fourth prisoner, Lee Tse Tong, who at the time of his arrest in October 1963 was a Barisan Sosialis member of parliament, has been detained without trial since then under the Banishment Act.

The briefing paper draws attention to a number of issues of particular concern to AI. The Internal Security Act (ISA), which in practice allows for indefinite detention without trial, has been repeatedly used to repress and discourage opposition and dissent in Singapore. One example of such repression was the arrest on the eve of national elections in December 1976 of an opposition candidate, Shamsuddin Tung, who is now held under the Internal Security Act.

A small group of political prisoners has been held for several years without trial under the Banishment Act. These prisoners, some of whom were formerly held under the Internal Security Act, have consistently refused deportation to China or Malaysia and remain imprisoned in Singapore. In addition there are at all times an indeterminate number of prisoners held for interrogation before being served with detention orders.

The justification for the detention of prisoners is often that they have been implicated by the "confessions of other detainees". AI does not accept such "confessions" as grounds for detaining political prisoners, particularly as there is considerable evidence that such "confessions" are obtained under extreme pressure.

Since the publication of the first edition of the briefing paper in February 1976, human rights violations in Singapore have increased, with new arrests, serious and consistent allegations of ill-treatment during interrogation and the continued detention of not less than 70 prisoners without trial. The length of time that many of them have now spent in detention gives cause for grave concern. No formal charges are ever brought against political prisoners, and there is no opportunity for the government's allegations concerning prisoners to be tested in a court of law.

AI urges the government of Singapore to present any evidence which it has against political prisoners in open court or to release them immediately and unconditionally.

Amnesty International Briefing on Singapore (2nd edition) is available from Amnesty International, Canadian Section, 2101 Algonquin Avenue, Ottawa, Ontario K2A 1T1; \$1.20 postpaid, first class.

Amnesty International news items of particular interest to the academic community appear regularly in the CAUT Bulletin. The space is made available to Amnesty International by the CAUT as an indication of the support the CAUT extends to AI and its aims. Support of particular cases is a matter of individual conscience on the part of CAUT members.

New appointments to the CAUT central office staff

The Canadian Association of University Teachers has appointed Robert Léger to the position of Professional Officer for Economic Benefits. He is taking over from Dr. Ron Levesque, who is moving over into the area of collective bargaining.

Mr. Léger joins the CAUT Central Office Ottawa staff after serving as Researcher at the Centre de Recherche of Collège Universitaire de Saint-Boniface in Manitoba. He is a graduate of Université de Sacre-Coeur (B.A.), Collège de Bathurst (B.Ed.), Université de Montréal

(B.Sc.) and Dalhousie University (M.A.).

Mr. Léger has taught statistics at the University of Moncton, Statistics and Mathematics at Collège de Bathurst and has written extensively in his area of specialization.

He was actively involved with the local faculty association at the Collège de Bathurst, served on the Academic Senate at Moncton and is member of Association canadienne-française pour l'avancement des sciences.

Dr. Levesque's major responsibilities will be to ensure the implementation of policies of the

Association in the area of collective bargaining and to maintain close and effective liaison with those local associations which are, or are in the process of becoming, bargaining agents. He will also be responsible for organizing seminars, conferences and workshops for local and provincial associations on the various aspects of collective bargaining.

The CAUT has also appointed Prof. William Goede as Acting Executive Secretary. He will be replacing Dr. Victor W. Sim who is currently on sabbatical.

Prof. Goede, a graduate of the

University of Wisconsin (B.A.), the University of Edinburgh (M.A.), and the University of California (Ph.D.), taught English literature at the University of Victoria and was Chairman of the Department of English at Cariboo College in Kamloops, B.C.

In 1972-73, Prof. Goede worked for the CAUT in Ottawa as Executive Assistant and secretary of the CAUT Academic Freedom and Tenure Committee. In addition, he edited the CAUT Handbook, 2nd Edition, and has written a number of major articles on American and British literature.

Memorial University of Newfoundland Academic Post in Neuropathology

A neuropathologist is sought for a research, service and teaching post in the newly operational Health Science Centre, which features new and sophisticated research facilities, with dedication in neurosciences. Envisioned roles are collaborative, with members of the neurosciences team including three neurologists and two neurosurgeons. Envisioned collaboration extends to faculty in affiliated hospitals in St. John's and throughout Newfoundland and Labrador, which provide health care for a population of some-what more than 500,000, for whom the appointee would be the first full-time neuropathologist in the Province. Interest and participation in undergraduate teaching and training of residents in clinical and laboratory medicine are de rigueur for this appointment. Qualification required is FRCP (C) in neuropathology or equivalent. Remuneration is in accord with academic background and previous experience in the practice of neuropathology. The language of work is English, but a working knowledge of French would be an asset.

Applications should be completed for review by the first of October, 1978.

Inquiries and applications should be addressed to:

James S. Campbell, M.D.
Professor & Chairman of Pathology
Faculty of Medicine
Memorial University of Newfoundland
Chairman
Department of Laboratory Medicine
The General Hospital
St. John's, Newfoundland
Canada A1A 1E5

Memorial University of Newfoundland Academic Post in Anatomic Pathology

Memorial University of Newfoundland invites applications for an opening in the Discipline of Pathology. Applicants should possess Fellowship of the Royal College of Physicians and Surgeons of Canada or equivalent qualifications. A background of training in research methods would be an asset, as would previous involvement in educational experiments, and special interests, particularly in forensic pathology. Remuneration is to be determined by a academic and service experience.

Envisioned collaboration extends to faculty in the new Health Sciences Complex, and in affiliated hospitals in St. John's and throughout Newfoundland and Labrador, which provide health care for a population of somewhat more than 500,000. Interest and participation in Undergraduate teaching and training of residents in clinical and laboratory medicine are de rigueur for this appointment. The language of work is English, but a working knowledge of French would be an asset.

Applications should be completed for review by the first of October, 1978. Inquiries should be directed to:

J.S. Campbell, M.D., FRCP(C)
Professor and Chairman
Discipline of Pathology,
Memorial University of Newfoundland
Chairman, Department of Laboratory Medicine
The General Hospital, Health Science Centre
St. John's, Newfoundland
Canada A1B 3V6

BARGAINING TALK NÉGOCIATIONS

by Ted Bartley (CAUT Professional Officer)

A new feature in the 1978-79 Bulletin will be a regular column entitled "Bargaining Talk". It is our intent to provide members with news of the latest developments in academic collective bargaining. Thus, we will be highlighting recent arbitration awards, contract settlements, certification orders and court decisions, as well as discussing key bargaining topics as they arise from time to time. It is hoped that this kind of information flow will assist all members in the pursuit of their bargaining goals.

Une chronique intitulée "Négociations" paraîtra régulièrement dans le Bulletin de 1978-79. Nous entendons informer nos membres des faits les plus récents concernant les négociations collectives universitaires. C'est ainsi que nous signalerons les sentences arbitrales, les règlements de contrat, les ordonnances d'accréditation et les décisions judiciaires d'ordre récent et traiterons de questions clés au fur et à mesure qu'elles surgiront de temps à autre. Nous espérons que ce courant de renseignements aidera tous les membres dans la poursuite des objectifs de leurs négociations.

CAUT will be conducting a national bargaining conference near Montreal September 7th to 10th. The major topics to be addressed include bargaining tactics, financial exigency and interest arbitration. Preregistrations to date indicate that there will be a large turnout, with some local associations sending their entire bargaining team for practical discussion and exchange of ideas... The University of Regina Faculty Association reached a settlement of its second contract in July. The main changes were the transformation of nine-month sessional lectureships into full-time contracts, safeguards in case of financial exigency, and a compensation package calling for a 5.5 per cent scale increase, and 2.5 per cent for increments. Professor Ken McGovern was the chief negotiator for the faculty team.

The APUO (Ottawa) recently signed a new three-year agreement, which provides for a six per cent scale increase in the first year (9.3 per cent total compensation package), and for binding arbitration in the second and third years on salary and fringe benefits. In addition, the new agreement provides for a seventeen week paid maternity leave. The negotiating team included Lee McCaughey (Law) and John Cowan (Medicine)... The new chairman of the CAUT Collective Bargaining Committee for 1978-79 is Professor Ken Swan (Law, Queen's). The returning members of the Committee are Jean Boivin (Industrial Relations, Laval), Lee McCaughey (Law, Ottawa), Tom Eadie (Library, Waterloo), Mark Thompson (Commerce, UBC), Brian Hansen (Law, Calgary) and Andy Brook (Philosophy, Carleton). The two new members, starting three-year terms in September, are Geoff England (Law, Calgary, and former CAUT Professional Officer) and Bob Kerr (Law, Windsor)... Negotiations at Manitoba pursuant to a reopener in their fourth agreement became deadlocked in July, after six months of talks. The Administration's offer on the total salary package was 5.6 per cent, while the Faculty Association was requesting 7.8 per cent. At the request of UMFA, the President of CAUT, Ron Bercov and Ken Swan, Chairman of the Collective Bargaining Committee visited President Campbell, pointed out the excessive delays and generally unsatisfactory atmosphere prevailing in negotiations, and urged that serious consideration be given to various types of impasse resolution techniques. Negotiations then resumed, and were still underway at the time of publication. The certification hearings at Dalhousie were concluded in early July, and although at the time of publication, the vote had not yet been counted, the Nova Scotia Board has ruled on the appropriate bargaining unit, which was arrived at largely by agreement of the parties. Assuming that the vote returns are as expected, the DFA should have professional librarians (the first time in Nova Scotia), department chairpersons and heads of departments, the Faculty of Law, non-clinical departments of medicine and a large number of part-time faculty... The New Brunswick Labour Relations Board will be continuing the hearing of AUNBT's application for certification on September 18th... A sign-up campaign has been authorized at Memorial... An interest arbitration award at Calgary was handed down on June 16, 1978. Scale increases range from 7.62 per cent to 8.5 per cent, and merit increments from \$700 to \$1,150, depending on rank. In addition, there were significant improvements in the areas of staff travel fund (increased 22 per cent), professional development allowance (now \$320), sabbatical leave, and assisted study leave... The Faculty Association at UBC will be re-negotiating its special plan structure this fall. At the request of the Association, Don Savage (CAUT Executive Secretary) and Ted Bartley (CAUT Professional Officer) held a bargaining workshop on the campus in May... Officers of local and provincial associations will be pleased to hear a binder service will be available shortly for the organization and consolidation of the various guidelines, model clauses, and clause finders which emerge from the Ottawa Office.

Individual Rights

Can collective bargaining increase individual rights on the campus? All Faculty Associations affiliated with CAUT which have signed collective agreements have included contract language to protect academic personal freedom and ban discriminatory treatment. The academic freedom article ensures freedom of discussion and the right to criticize the university and the society in which it operates. The no discrimination clauses prevent the discriminatory application of the terms of the agreement on the grounds of sex, marital status race, religion and the like. Although these matters are sometimes included in provincial legislation, placing them in the collective agreement means that they can be enforced through arbitration rather than through the more expensive and cumbersome methods of courts or commissions. In addition, many agreements give protection beyond provincial legislation. Two good examples of this are family relationship and sexual orientation. The latter can be found in the agreements at Toronto, Montreal, Carleton, Ottawa, York, Windsor, Regina, St. Thomas, and Bishop's. All Quebec universities are also covered by new legislation which includes sexual orientation in the list of prohibited grounds in the charter of human rights and freedoms. The CAUT has passed model clauses on both academic freedom and no discrimination, which are reproduced on p. 20.

This time next year, John Munro, Canada's Minister of Labour, should be able to propose to the government a scheme for paid educational leave which may extend from this country's board rooms to the shop floor. At the same time, it may create an unexpected windfall of new students for universities.

This is what Roy Adams, Chairman of the Commission on Educational Leave and Productivity hopes will happen, and to achieve this he has spent the last several months travelling across Canada, meeting with various organizations which, he says, "all have a stake in the success of this project."

The Commission, appointed by the federal Ministry of Labour, has just issued its preliminary discussion paper and will soon undertake a series of meetings and hearings throughout Canada. Concurrent with the hearings, the Commission hopes to put into place a research programme which would look at the question of paid educational leave as currently practiced in Canada and other countries.

Adams stresses the value of such studies, since "analytical research of the impact of educational leave has or would have on items such as productivity and employment, workers' attitude to technological change and worker efficiency, done on this scale, may be quite useful for future application."

The Commission's terms of reference, and the broad scope of the accompanying research are:

— to inquire into public awareness, interest and commitment to leave for educational purposes;

Educational leave for workers may benefit universities

— to review current practices both in Canada and elsewhere;

— to receive briefs from concerned persons containing their views on various systems of leave for educational purposes;

— to make an assessment of cost-benefits of educational leave and its impact upon productivity and employment;

— to make such recommendations with respect to public policy or policies that might be adopted by labour and management as may seem appropriate.

Adams, who is associate professor of industrial relations at McMaster University on leave to head the Commission, says that the implementation of the Commission's findings may see increasing use of the educational infrastructure now in place, with the universities playing a major role in the process.

"The university community may wish to take a hard look at this concept and provide an intelligent appreciation of the questions.

"If the government is out to develop a policy which could affect the universities, it is hoped that the Commission will have some input from the university community,"

Adams says.

At the same time, Adams hopes to develop a fruitful exchange between his group and organizations such as the CAUT (he will address the CAUT Board in October), the AUCC and the Canadian Teachers' Federation.

"I hope that these organizations will recognize the multidimensional character of the issue and the potential this will have for their members, who face low full-time student enrollments, particularly in the universities," he says, adding that the Commission hopes to generate intelligent discussion of the issues among the public.

"There needs to be an education job done," says Adams, "since the issue is much broader than just the question of professional development. It may involve questions such as sandwich courses, days off during the work week or full-scale sabbaticals for upgrading a worker's education or skills."

Adams talks about combatting possible skepticism toward the project from some sectors of the economy, admitting that he, when first presented with the idea, thought the question of paid educational leave in the marketplace and industry to be a "small fringe issue."

"There is concern from the business community about applicability. Also, the tide of public opinion seems to be running against more government regulations and this may appear to be just one more directive to be followed. Some critics see this as just more time off from the job for workers; more perks..."

"But the more I read about it," he says, "the more intriguing and wide-ranging the problem gets, carrying within it a variety of possible answers."

Paid educational leave systems have been tried with varying degrees of success by several European countries in the wake of the 1974 International Labour Organization convention urging member nations to develop strategy for paid educational leave as time off during regular working hours. The ILO listed three categories under which leaves could be taken — social education, vocational training and trade union education.

The idea was tried in Belgium, where arrangements were made for workers who attend night courses to take time off during the working day to prepare for examinations.

Britain has long had "sandwich courses" or hours off for study during the work day. Sweden has taken the lead in creating workers' colleges.

In West Germany employees are granted a week's paid educational leave, to be used at the employee's discretion during the year, while in Canada, several unions and employers have negotiated schemes where union members are eligible to receive educational leave, compensated out of a joint fund negotiated between the union and the employer. I.C.

CAUT COUNCIL Financial exigency in the universities

The Canadian Association of University Teachers at its recent annual meeting in Ottawa passed a new policy statement on financial exigency in the universities.

The statement calls on all faculty associations to negotiate legally binding contractual terms to deal with lay-offs owing to a financial crisis. Such terms should include a fact-finding commission, jointly nominated by the faculty association and by the board of governors, with complete access to all financial records, to find out whether or not the alleged financial crisis is bona fide and, if so, the extent of the problem.

Fact-finding commission

The board of governors should not be able to act until the fact-finding commission has reported. The decision of the board of governors should be subject to arbitration procedures.

Such fact-finding commissions exist already at a few universities with collective agreements, including Windsor, Bishop's, Carleton, York, St. Thomas and Moncton. At Windsor the decision of the fact-finding commission is binding on the board of governors.

The policy statement then goes on to deal with the situation if a fact-finding commission does conclude that a financial crisis exists and that it is likely to last longer than a year. It presupposes that universities may choose a variety of methods of lay-off including seniority and academic need. In the latter case it recommends that individuals be chosen for lay-off by a commission headed by someone from

outside the university but mutually agreeable to the university and the faculty.

The statement requires universities to ensure that there is a grievance and arbitration procedure to handle any allegations by individuals of bias or inconsistency in the choice of those to be subject to lay-offs.

Hiring freeze

The statement calls for a recall period of five years in which an academic staff member would have a right to his former job and a right to a consideration of any other job, including those in the administration, for which he or she might be qualified. It recommends a hiring freeze during the crisis. It provides for severance pay at the rate of one month's pay for each year of service (an additional six months for tenured staff) with a minimum of one year.

It suggests that certain fringe benefits be continued during the lay-off and it calls for the university to allow the academic staff member during the lay-off period use of the library and reasonable access to the computer and scientific laboratories.

The Council passed this policy statement unanimously. It also accepted a direction from the University of Saskatchewan to study the situation where financial exigency is caused by an unreasonable expansion of the university during a period of austerity. It accepted another motion proposed by the University of Montreal to study and to propose a policy statement in regard to the obligations of provincial governments in regard to the funding of universities.

This policy is reproduced in full on p. 19 of this issue.

The University of Alberta invites nominations and applications for the position of

President

It is expected that the appointee will take office in July 1979. Nominations and applications with biographical data should be submitted to:

Mr. John Nicol
Secretary to the Governors
Room 3-20, University Hall
The University of Alberta
Edmonton, Alberta
T6G 2J9

Economic benefits: a review

by Ronald Levesque and Robert Léger

For the past year and a half CAUT has been in the process of expanding its services in the area of economic benefits (salary and employee benefits). The Bulletin articles that have been appearing on a regular basis for the past year, are perhaps the most visible part of this expansion. A number of other services in this area, however, are currently offered to member associations. In the winter of 1977, for example, CAUT instituted a series of workshops for Association members responsible for salary and employee (fringe) benefits. The topics covered to date are: components of salary structures such as market differentials, income tax implications of employee (fringe) benefits, the design, integration and cost efficiency of employee benefit packages.

Last May, a two-day workshop on pensions was held. A number of experts in the field of pensions were invited to conduct a workshop specifically for faculty associations, on such topics as indexing, the legal implications of trusteeship, cost control, investment policies and the provincial pension legislation.

In September 1977, CAUT published and distributed to faculty associations the first edition of an annual publication on employee benefits and other employment policies at Western and Atlantic universities. The 1978 up-date of this survey is currently underway. This survey complements the survey done by OCUFA for Ontario Universities. CAUT has also proposed to FAPUQ that it undertake a similar survey for Quebec universities.

In March two companion benefits surveys on secondary school teachers and on major Canadian employers were published and distributed to faculty associations. A third benefits survey dealing with federal and provincial public servants is currently in preparation. These surveys provide faculty members with data to make comparisons between themselves and other occupational groups.

Part of this expansion of CAUT services includes the analysis of specific benefits plans such as pensions, sick leave plans, and group life insurance plans as well as of the benefits package as a whole. This service has already been provided to several faculty associations. In this analysis, attention is drawn to the ways in which benefit plans discriminate against women.

On the salary side of economic benefits, CAUT is engaged in helping member associations on several levels. Along with OCUFA, CAUT has established a salary data bank which keeps up-to-date salary grids of (selected) public servants, community colleges, and secondary school

teachers on a by-province basis. This data is sent out upon request to association salary chairmen to enable them to make comparisons with current faculty salaries.

CAUT has also instituted a service to communicate to faculty association negotiators the progress of monetary negotiations at each university. Each economic benefits workshop, moreover, provides a certain amount of time for a salary and benefits "round table". During this time associations discuss current settlements, salary proposals and problems. Future round table topics will include the relationship of promotion to the salary structure, salary ceilings for ranks, and anomalies.

CAUT along with member association executives is seeking from Statistics Canada access to disaggregated faculty salary data on a university discipline and age basis (but not on a by-name basis). Given the distortions due to variations in promotion practices, in age distribution and in salary ceilings for all ranks, the publicly available Statistics Canada data on means and medians does not provide faculty members with any meaningful way of understanding what is happening to the profession vis-à-vis other professions or within the profession itself. At the same time, a questionnaire on university salary structures (career Development and Merit System Survey) has been sent to faculty associations. When the questionnaire is completed CAUT will publish the results in booklet form and distribute it to faculty associations.

CAUT is also conducting a survey of retired professors. The survey includes questions on present economic situation, access to university libraries and research grants. The results of this initial survey should be published sometime in the late fall of this year.

CAUT, of course, is continuing its services in the area of taxation; the costs of this service are shared with OCUFA. Besides the Taxation Guide which appears each year in the Bulletin a series of pamphlets on taxation and sabbatical leave, taxation and retirement and the tax implications of fringe benefits have recently appeared. In March CAUT presented a brief to the Minister of Finance Mr. Chrétien recommending an amendment to the section of the Income Tax Act that deals with the deduction of research grants (i.e., sections 56 (1)(n) and (o)).

CAUT also provides upon request direct assistance either at the "table" or as a "back up" resource for salary and benefits negotiations and, for interest arbitrations.

Contributions welcomed..

Letters or short articles on subjects discussed in the CAUT Bulletin are welcomed. Please type on one side of the paper only. Handwritten submissions can not be accepted.

Longer articles, authoritatively written, may also be submitted for consideration. A preliminary letter or a covering letter is advisable. Articles should preferably not exceed ten typewritten double-spaced pages on standard business-size sheets. If possible, include a carbon copy or photocopy of the original manuscript. Photographs or appropriate graphics are welcomed. It is regretted that no payment is made for contributions.

CAUT to launch study of university financing

Jim Gillies, the retiring Conservative M.P. for the Don Valley and former Finance Critic of the Progressive Conservative Party of Canada was appointed by the Canadian Association of University Teachers to conduct an inquiry into the feasibility of funding universities in whole or in part through contingency repayment schemes.

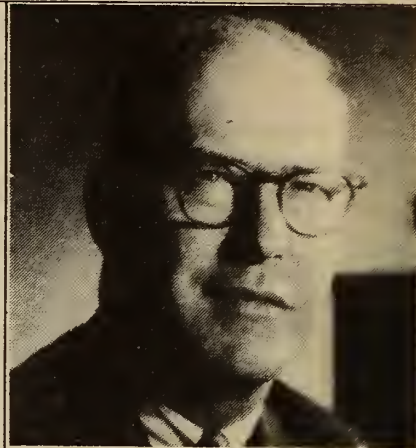
The report is expected to be placed before CAUT Board in October and will be circulated to provincial governments and educational agencies for consideration.

Contingency repayment schemes are arrangements whereby the student fee component rises to meet some or all of the cost of university financing, combined with a system of loans to cover the actual amount of student fees. Repayment of loans is subsequently made according to the student's level of income during his career after graduation. Thus a graduate in medicine may successfully undertake private practice in a wealthy area and would, accordingly, pay more than a medical student who chooses to work at low pay among the Indians or Inuit.

Supporters of such schemes argue that they would greatly increase the independence of the university from government control because the fee component would then replace a large segment of the provincial government grants.

Opponents on the other hand, argue that it would limit access to post-secondary education for students from low income families.

Mr. Gillies has been asked to examine the economic, social and political feasibility of such schemes and to make recommendations to the CAUT for action.



James Gillies

Mr. Gillies is the former Dean of the Faculty of Administrative Studies which he founded at York University. Prior to that, he held a number of senior administrative positions at the University of California at Los Angeles, was Vice-Chairman of the Redevelopment Agency of the City of Los Angeles and advisor to the State of California, the Department of Urban Affairs in Washington, and the Organization of American States.

Since his return to Canada, he has served as Chairman of the Ontario Economic Council and on a number of government bodies. He has been a member of the Board of Governors of Humber Hospital, the Institute of Canadian Bankers, the Canadian Urban Research Association and Director of the Canadian Civil Liberties Association.

Mr. Gillies, who has written extensively on economic issues, holds directorships in several Canadian companies. He will be returning to teaching at York University.

Quality of education to suffer in Manitoba

If implemented, policies arising out of the Task Force on Government Re-organization and Economy aimed at the university will have a disastrous effect on the quality of university education in Manitoba, says the Canadian Association of University Teachers.

In reply to the recommendations contained in the Report, which among other things, attacks the concept of tenure in the universities and calls for a freeze to be imposed on further granting of tenure as a means of "making sound economic adjustments" in university financing, the CAUT strongly urged the Province's Premier, Sterling Lyon and Manitoba's Minister of Education Keith Cosens, to work toward creating an environment which is conducive to the promotion of education and research.

Funding levels deplored

The CAUT Council, which met in Ottawa last May, passed a resolution deploring the inadequate level set for funding Manitoba's universities and urged the government to reject Task Force recommendations concerning universities.

"Our members fully recognize that the entire post-secondary education system needs periodic analysis and constructive criticism in order to ensure that it caters to the needs of the people of Manitoba," says Professor Ronald Bercov, CAUT President, in a letter addressed to the Premier, the Education Minister, and circulated to the province's university presidents. He added, however, that such an analysis should be undertaken in

consultation with those who would be affected by such decisions — university administrations, faculty associations, student bodies and support staff organizations.

"Our members are concerned about the series of confrontations between the universities on the one hand and the Universities Grants Commission and the Government on the other over funding and bureaucratic secrecy," which Professor Bercov says veils government decision-making with regard to universities.

Information exchange urged

"The faculty associations," says Dr. Bercov, "are most willing to participate in any meaningful discussion provided all parties have full access to the background information and reports on which the Task Force conclusions are based. Without such information there can be no rational discussion nor spirit of cooperation..."

The CAUT believes that some of the recommendations contained in the Task Force Report, such as long-range planning and the standardization of student fees would be welcomed by the university community. But other aspects of the Report, "obviously reflect the Task Force's unfamiliarity with the internal university structure and the rationale upon which the structures are based."

"The recommendations, if implemented as suggested, may well reduce the cost of education, but they would do nothing to foster the type of environment which will be essential if the universities are to maintain their current standards of excellence," says the CAUT.

STAFF... from p. 7

In addition, the CAUT has appointed John H. Bonang as business manager of the Central Office in Ottawa. Born in Nova Scotia, Mr. Bonang is a graduate of McMaster University (RIA) and has an extensive background in finance, accounting and administration acquired in the private sector. He is replacing Mrs. Ida Townsend as business manager, who is retiring.

NOTES FROM WASHINGTON

by Clive Cookson

Bakke case: Careful compromise or disappointing anticlimax

On June 28, the day the United States Supreme Court announced its **Bakke** decision, the American media went wild. Television networks postponed peak-hour programs that evening to analyse the complex opinions released by the nine justices. The next day's *Washington Post* and *New York Times* devoted the whole of the top half of their front pages, and many inside columns, to the implications of a "landmark" ruling.

Compared to that initial explosion of commentary, remarkably little has been written in the subsequent two months. There was little to say — for the Supreme Court's **Bakke** ruling was really a confusing, disappointing anticlimax.

Few Americans have presented it as such. On the contrary, many have hailed the wisdom of the court in fashioning a careful compromise to please almost everyone on either side of the case. The ruling certainly looks like a reasonable compromise: Allan Bakke, the 38-year-old white NASA engineer, must be admitted to the University of California's Davis medical school, because the college operated an illegal two-track admissions system that reserved 16 per cent of places for non-whites with inferior academic qualifications — but the university may continue to use race as one criterion in a more flexible admissions procedure.

Unfortunately this "everyone wins" result was a fortuitous product of division and weakness in the court, rather than a carefully thought-out compromise of unity and strength. The justices were split down the middle as closely as nine men can be.

One group of four, including the Supreme Court's first and only black member, Thurgood Marshall, held that the Davis admissions procedure was a legal and constitutional means of making up for past prejudice against minority races in the United States. A second group of four, including Chief Justice Warren Burger, decided the medical school had contravened the 1964 Civil Rights Act by discriminating against Bakke because of his race; this group did not consider the larger question of whether or not it also violated the "equal protection clause" of the US Constitution.

That left Justice Lewis Powell as the crucial "swing man" in the middle. He held that the Davis program was unconstitutional because of its rigidity: it created a "closed category" of applicants from which whites were excluded solely on account of race. But, Powell said, the law and the constitution do allow educational institutions to take account of race along with other admissions criteria, to obtain a diverse student body.

The end result is that the opinion of one elderly Virginia gentleman, Lewis Powell — shared by none of his "brethren" on the bench — has been treated as the majority opinion of the Supreme Court. According to some lawyers, it is an opinion with a series of legal flaws (see for example Ronald Dworkin's analysis in the August 17 issue of the *New York Review of Books*).

From the point of view of American universities, the indecisive nature of the **Bakke** decision is both a relief and a disappointment. A relief because they have retained considerable discretion over admissions policy (some administrators feared that the court would lay down a rigid legal standard for them).

It is a disappointment because **Bakke** — the first test in the United States' highest court of the constitutionality of affirmative action — has left very uncertain the extent to which blacks and other disadvantaged races, and women, can be given preferential treatment. Therefore a great deal more litigation will be needed to clear things up. Civil rights lawyers are going to have a ball.

(The Supreme Court's confused ruling is a far cry from the unanimous 1954 **Brown vs. Board of Education** judgement putting an end to segregated schooling in the South, with which **Bakke** had been compared during the long months of waiting for the decision.)

As things stand, very few colleges and universities are going to have to change their affirmative action programs because of **Bakke**. The vast majority of institutions never adopted admissions systems with racial quotas, and some of those that did set aside a specific number of places for minorities had quietly made their procedures more flexible in anticipation of the **Bakke** ruling.

The handful of institutions that said they would now have to rethink their policies include Rutgers University's Newark law school, where 25 per cent of places have been reserved for minority entrants, and the University of Illinois law school at Champaign, which admits 20 "culturally deprived" students a year in addition to its 200 regular freshmen.

The "no quotas" aspect of the **Bakke** ruling applies only to institutions, like the University of California, that have no history of proven racial discrimination. Organisations that have themselves discriminated against minorities will still be able to take stronger action to make up for their past prejudice.

The Supreme Court made this clear a week after **Bakke**, when it upheld the legality of the American Telephone and Telegraph Company's controversial affirmative action program. ATT has been achieving numerical targets for the recruitment and promotion of women and minorities by deliberately passing over white men who would normally have been promoted. Its program was introduced in 1973 after the federal government sued the giant corporation over its employment practises, which used to exclude blacks and women from the top jobs.

In higher education, therefore, the federal Department of Health, Education and Welfare will be able to continue its policy of forcing Southern states that once had legally separate black and white college systems to take vigorous steps, including numerical goals for student admission and faculty recruitment, to remove the vestiges of segregation — which are still very evident. ■

This is the first in a series of regular columns from Washington which will be appearing in the CAUT Bulletin.

Clive Cookson, our Washington correspondent, will comment on higher education issues in the United States of interest to Canadian academics.

Women discriminated against, says U. of A. study

by Helen Baxter

Women academics at the University of Alberta are discriminated against on the basis of sex both individually and as a group.

This is the general conclusion of a recently published study conducted by the Senate Task Force on the Status of Women at the University of Alberta. The findings of the U. of A. study reflect and reinforce the findings of studies conducted in recent years at several other Canadian universities and would suggest a general pattern of discrimination against women academics in Canada.

The one-year U. of A. study followed three approaches. First, a questionnaire was distributed to all members of the academic staff to determine their perceptions of the status of women on campus. Second, a statistical study and analysis was carried out by the Office of Institutional Research and Planning. The third part consisted of personal interviews with any academic staff members — male or female — who wished to talk with an interviewing team.

The attitudes of the academic staff obtained through the questionnaires and interviews reflected a strong belief, particularly among women, that men are preferentially treated, and that this preferential treatment is not based on differences in ability or performance.

The validity of these perceptions was born out by the statistical part of the study.

Concerning teaching staff, the following facts were obtained:

Female faculty members on the average earn less — by \$1,336 — than male faculty members with the same characteristics — that is, age, number of years at the university, highest degree, etc. Salary difference is in favour of males at all category levels except when the nature of contract is temporary. Rank was found to be a very important characteristic. When rank was excluded and all other characteristics remained the same, a male faculty member, on the average, was found to earn \$2,661 more than a female faculty member. This indicates that, on the average, women with the same characteristics as men occupy relatively lower ranks than men.

Women are hired in relatively lower

positions than men and they stay in these positions longer than men do.

Women with the same degrees as men are, on the average, in lower ranks relative to men.

Age is a highly relevant factor for a woman's salary. Women are older and more experienced than men in most ranks.

Proportionately speaking, one and one half times more men than women hold regular permanent positions. On the other hand, twice as many women as men are on temporary or sessional contracts.

Among administrative professional officers, the distribution of male and female staff with similar age, experience and educational backgrounds was found to be significantly different across the five rank levels: whereas men APOs are spread over all the five levels, women are confined to the lower three levels only. Women APOs not only occupy lower ranks, but their salaries are substantially lower in each of these ranks. Appointed at lower levels, women appear to remain at these levels, while men appear to move through these levels after they accept their initial appointments.

In general, the pattern of results obtained for the professional librarians was similar to the one obtained for the APOs.

Examination of the membership statistics of the standing and ad hoc committees of the various bodies — General Faculties Council, the Senate, the Board of Governors, the Deans' Council, and the Office of the President of the University — demonstrated that women are conspicuously absent.

A senate followup study of women students at the U. of A. offers a somewhat brighter picture in future for women in academic life. The study shows that women in increasing numbers, irrespective of age or marital status, are entering into higher education both as undergraduates as well as graduate students. Also, an increasing number of females are entering into traditionally male-dominated professional faculties, such as Agriculture and Forestry, Business Administration and Commerce, Law and Medicine. ■

R + D...from p. 3

4. In support of the development of the coal resources of Canada the Department of Energy, Mines and Resources is establishing research programs in British Columbia and the Maritimes involving the utilities industry, the universities and provincial research institutions. An amount of \$0.5 million will be provided to expand this work and to help maintain an integrated national program.

5. The talents of the NRC Prairie Regional Laboratory, the Saskatchewan Research Council, the University of Saskatchewan, and industry will be the focus of a centre of excellence on fermentation technology which is expected to provide a base technology for the development of industry in the region. Up to \$1 million will be provided to get a consolidated research program underway.

6. The government white paper "A Food Strategy for Canada" identified research on the processing, distribution, and retailing of foods as essential to improving the efficiency of our food distribution system. An ad-

ditional \$700 thousand will be provided to consolidate a research program in this area in Agriculture Canada, Consumer and Corporate Affairs, Health and Welfare, and other federal government departments.

There is no doubt that important changes will follow in the role of university research in Canada. Hopefully, it will be a more central and important role, and one that will not only reflect the underlying knowledge and capability for discovery, but also an important thrust and stimulus for innovation, national development, and job creation in the private and public sectors. The importance attached by the federal government to the new Granting Councils is reflected in their membership. The academic community has already expressed its approval of the need for change, and its willingness to respond to the new initiatives.

I am very hopeful that important progress will be made, and that the Government's efforts to improve the climate for R&D in Canada will be fully supported by the whole research community. ■

LONDON: Five years of tight budgets and declining real income have left British universities in a delicate financial situation. Academic salaries lag behind inflation and university teachers are threatening, for the first time, to refuse to mark final examination papers if the government does not meet their demands for more pay. In addition, support for research has fallen so far as to threaten an "irreversible decline" in academic standards, according to the University Grants Committee, the body responsible for channeling government funds to the universities.

How serious the situation appears depends on who you talk to. Lord Vaizey, professor of economics at Brunel University in Surrey and an observer of the British educational scene over many years, talks of a "growing demoralisation" in the universities caused by disappointed expectations and the fact that education is no longer held in high esteem. "Hold on to your jobs" was once a principle that applied only to politicians," he told a meeting of the NATO Science Committee in Brussels in April. "Today it applies to professors as well. There are so few jobs going that everybody stays where they are."

Laurie Sapper, general secretary of the Association of University Teachers (AUT), also believes the situation is serious. He is leading the AUT into its first experience of industrial action, a baptism not wholly to the taste of some of his more conservative members. But he says that the patience of university teachers has snapped: "even the most conservative of institutions is showing anger that would not have seemed possible 5 or 6 months ago."

Others are more phlegmatic. Sir Sam Edwards, a professor of physics at Cambridge and until recently chairman of the Science Research Council, believes that the situation is difficult but not desperate. Universities could do more to help themselves, he says, if they managed their affairs more efficiently. "The real trouble is that universities are well-adapted to an expanding budget, but don't have a mechanism for managing contraction," he says. "When difficulties do come they respond by spreading the suffering around equally to all the departments, instead of being more decisive and using the money to best advantage."

There are two problems, distinct but interrelated, which have brought about the present malaise in the universities. The first is a dispute over academic salaries which has been festering quietly since 1975 when the introduction of the government's pay policy prevented academics from getting the increase in salaries that was awarded by an independent arbitration panel. Britain in 1975 was a jittery country apparently on the edge of economic collapse: inflation was running near 30 per cent, the currency was collapsing, and the smell of Weimar was in the air. The university teachers prudently decided not to challenge the government at that stage—they would have lost anyway—and settled for the official pay policy settlement of +6 a week, considerably less than the arbitration panel had awarded. Teachers in polytechnics, who had already settled before the pay policy was introduced, were thus able to leapfrog above their better qualified colleagues in the universities.

The pay policy, by catching some and letting others through, had thus created an anomaly which has rankled in the universities ever since. Wander into any senior common room and mention "the anomaly" and nobody will be in any doubt what you mean. Earlier this year, in a mass lobby of Parliament, 7000 university teachers turned up in academic gowns carrying

Professors' pay strike may lead to free degrees

Five years of tight budgets, declining real income for universities, and academic salaries that lag behind those in other sectors, have produced anaemic research, disappointed expectations and a strike threat by British academics. Nigel Hawkes reports.

banners urging the government to "rectify the anomaly." Since all universities in Britain (with the exception of one small college in Buckingham) are financed by the state, it is to the government rather than the university authorities that appeals must be directed.

The Secretary of State for Education and Science, Shirley Williams, has acknowledged that the anomaly exists and has offered to put it right gradually, over the next 3 years. But this is too slow for the university teachers, who decided at a special conference in March to refuse to mark final exams. Finals are still a vital part of the British university system, and unless the government agrees to implement the "frozen" pay award (which amounts to between 12 and 14 per cent) by October of this year, the 75,000 students graduating from British universities this year will do so without degrees. The AUT admits that this will cause hardship to the students affected, but as Andrew Taylor, a member of the AUT executive, put it to a students' conference, "We produce university graduates. We are switching off production until our pay dispute is settled."

The decision to take this action was passed by an overwhelming majority of the university AUT branches represented at the March meeting. Of the 76 delegations present, 72 voted in favor of the action, one against, and three (Oxford, Imperial College, and University College, London) abstained. A smaller majority, in a separate action, voted to accept a 10 per cent pay increase. Correction of the pay anomaly to the full 12 to 14 per cent most faculty members want would bring the average pay of a professor to £11,800 (\$21,850), for example. However, if any gains are made, the lower 10 per cent figure is more likely. (In Britain there is no such thing as associate or assistant professors; the corresponding grade is probably in the senior lecturer / reader region of the scale.)

The academic life in Britain has never been particularly well paid, but there is little doubt that pay scales have fallen behind corresponding salaries outside the universities. At the senior lecturer level, for example, an academic working in a polytechnic, probably less well qualified and dealing with less demanding work, might on AUT figures be around £250 a year better off, which is part of the problem.

The best salary comparison is probably with the scientific civil service, which works directly for the government in national defense and scientific laboratories. A chief scientific officer, corresponding to a university professor of experience and some scientific distinction, now makes around £13,000 (\$24,000) including an award of 9.5 per cent which came into force at the beginning of April.

Although exact comparisons are difficult because the jobs differ and there is a range of salaries both in the universities and the civil service, comparison shows that in the upper reaches the civil service scientists are now between £2000 (\$3700) and £2500 (\$4625) a year ahead of their university counterparts.

The figures do suggest that the university teachers have a legitimate grievance, though whether their unorthodox tactics will force the government to remedy it will not be clear until the students begin taking their final exams. It may be that the action can be defeated by nonunion academics—the AUT claims an 80 per cent membership in most universities, 60 per cent in Oxford and Cambridge—or by outside examiners. There have been vague threats of legal sanctions against academics who refuse to mark finals papers, but the AUT feels that the likelihood of legal action is small.

In addition to the pay dispute, university teachers are also anxious about the general level of university support and in particular about the resources available for scientific research. This concern was brought into the open by the annual survey of the University Grants Committee, chaired by Sir Fred Dainton, a professor of chemistry at Oxford who has been concerned with science policy-making in Britain for the past decade. The UGC survey published figures showing that the universities' total income per student (that is, the total income from government grants and students' tuition fees divided by the number of students) had fallen by 6.9 per cent over the past 5 years. The grant for equipment and furniture, which was £35 million (\$65 million) this year, is not only seriously short of what is needed but has varied so much from year to year that the planning of an economical cycle of replacement has become almost impossible.

These two factors, combined with the difficulty of making further cuts in the universities (almost 90 per cent of university income is now spent on items which cannot be cut, like staff salaries) has meant that the cuts have fallen particularly hard on the small remainder. As a result, the universities can no longer produce the "well-found" departments which are necessary if good research is to be done, the UGC concluded. Unless remedial action was taken soon, the decline of Britain's universities will not only accelerate but probably become irreversible, the survey warns.

A few weeks after the UGC survey appeared, the Department of Education and Science announced the university grants for the next year, together with provisional figures for the 3 years after that. (The days when university finance could be divided up into neat 5-year periods and the grants for the whole 5 years announced at

once have long since been overtaken by inflation.) The grant for the 1978-1979 academic year is to be £619 million (\$1145 million) plus £41.6 million (\$77 million) for furniture and equipment. Although this sounds a healthy increase over the £553 million (\$1023 million) granted for the current financial year, direct comparison would be misleading, the DES says, because "each grant is on the price basis appropriate to the academic year." However, even allowing for this, the figures were seen as a modest revival in the universities' fortunes and the forward projections for the next 3 years (£635 million in 1979-1980, £648 million in 1980-1981, and £670 million in 1981-1982, all expressed in 1978-1979 prices) confirmed the trend.

The figures were, in any case, a very great improvement on those published a year before. But perhaps predictably, since in announcing the grants Williams said nothing about correcting the pay anomalies, the AUT was lukewarm. John Akker, deputy general secretary of the AUT, said that he did not believe the grants would arrest the decline of the universities identified by the UGC.

The grants from the UGC are not intended to finance all the research done in British universities. They pay salaries and overheads, and maintain the fabric. Research grants, in the main, come from the research councils. Here too the past 5 years have been tough.

The Science Research Council, in particular, has been forced to make some severe economies. "If you're short of money you just have to cut something out," says Sir Sam Edwards, chairman of the SRC during this period. What he cut out was the British space program and the domestic high energy physics program; a stark decision, he admits. As a result, the SRC came out in "fairly good shape," he believes, with more money to spend on small science. A similarly tough examination of priorities by the universities would, he says, enable them to weather bad periods more effectively. He quotes the case of a major British university which is losing an outstanding research worker, who has reached retirement age, for lack of £10,000 a year to keep him on for a few more years. "Yet that university handles tens of millions of pounds a year in grants and other income," he says. "What commercial concern with that sort of turnover would let a key man go for lack of £10,000?"

Although many vice-chancellors would probably share Sir Sam's unsentimental view, few have the determination or the political power to manoeuvre out unproductive or incompetent academics so as to provide more money for the others. Universities can hire, but they cannot fire; and while job security may be a necessary component of academic freedom, its maintenance makes it difficult for universities to respond robustly to difficult times.

Universities may, by now, have weathered much of the storm of the past 5 years, as indicated by small increases in research budgets. And the Prime Minister acknowledges that "retrenchment cannot go too far." Yet problems remain.

In the end the fortunes of the universities depend on those of Britain herself. The economic situation is better, but not yet good. If it continues to improve, and the benefits filter down to the universities, then it is likely that science and scholarship generally will survive almost unscathed. But if the world and British economic prospects worsen significantly, permanent damage may be done. The next 2 years could be decisive. □

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Bridging the decades: universities in the 1980's

In this article, Dr. Donald C. Savage, CAUT Executive Secretary, looks at some long-term trends which he says ought to concern Canada's university community as it moves into the 1980's.

It is very likely that we are heading into a period which will combine declining student enrollments and a generally weak economic situation in the country. If this turns out to be true, it is obvious that it will have very serious effects on the universities.

It is, however, important that we not panic. We must insist on rational planning for the next twenty-year period which may well see a decline in enrollments in the 1980's but will probably see an increase in the 1990's. We must not decimate ourselves in a misguided zeal to deal with the problems of the 1980's only to recreate the situation where our graduate schools cannot meet the demand for professors in the 1990's which will be the result of increasing enrollments and a disproportionately high level of retirement caused by the skewed age distribution of the professoriat. One such attempt to see our way through the difficulties ahead can be found in the joint OCUFA/COU publication, *Academic Career Planning: The Ivory Tower and the Crystal Ball*.

Education no panacea but results are encouraging

This seems to me to relate to another problem of the universities — the loss of faith by some faculty and administrators in what they are doing. We are fond of saying that the universities oversold the general public on the immediate returns of a university degree in the post-Sputnik era. But perhaps the people we really oversold were ourselves. We came to believe that universities could provide an education which would lead immediately to gratifying jobs for everyone or that the universities could become the major agents of social change or that the universities would cause immediate increases in productivity and scientific management or that all our graduate students would be employed by the university. We have seen that this is just not so. The reaction to this within the universities has in some cases been as extreme as the original faith. Thus we hear professors saying that university education has absolutely no value, wondering why they and their students are there, fatalistically waiting for the axe to fall and considering whether they might not assist the executioners. This is particularly true of professors in the faculties of arts but nowadays is by no means restricted to them.

Yet university education does indeed provide a better educated citizenry. Some students do not get jobs but most do and the great majority find them interesting. We may not be able to reform the world or even our own country on a grand scale, but we do provide one of the major centres of informed criticism. We may or may not like the views of Melvin Watkins or Abraham Rotstein or Robin Mathews but it was the university not any other corporate body, that gave them the freedom to criticize society including the universities themselves. We may not have produced instant managerial efficiency through our business administration programmes but we should not be too impressed by the attacks of those politicians who cannot organize themselves or their governments in any rational manner.

The benefits of university education were recently the subject of an interesting book by Howard R. Bowen which argued that most of the media chic assumptions about the value of university education were untrue or misleading.¹

A recent Harvard study refuted the claim that university education had little impact on the students. The research indicated a dramatic increase in the ability to present an organized, logical and forceful argument and to write effective and lucid prose along with increased sensitivity.²

Stand up for the community; it's excellent

A good example of our failure of will is the refusal of the academic community to defend itself with vigour based on pride in its accomplishments when it is attacked by the press or by self-serving politicians. Recently the Minister of State for Science and Technology, Mr. Judd Buchanan made a gratuitous attack on Canadian business schools based on gossip and prejudice with no scientific analysis in the speech whatsoever. The answer of those present seems to have been — well, er, perhaps some of that was valid in the past but we are doing our best. No one apparently said that this was unmitigated gall on the part of a member of a government which presided over the debacle at AEC, an 9 per cent inflation rate and an 85¢ dollar. The usual excuse for failure to respond is that we should not antagonize our masters. I fail to see why not, since quietism does not seem to have produced much in the way of results. But the deep-rooted problem of which this is merely a sign is the loss of faith which I have referred to above. Those who are confident in what they are doing have no problem in attacking those who misrepresent it.

Another symptom of the loss of will is the tendency to fight each other — a tendency much encouraged by politicians and civil servants. Those without the will to argue their case forcefully with their real opponents frequently substitute internecine politicking for effective action.

It seems to me that most Canadian academics are woefully ignorant of the excellence of the Canadian university system. Between 1961 and 1974 Canadian universities increased from 128,600 to 342,400 students and 29,900 to 81,400 faculty. It is customary in the media nowadays to denigrate this achievement. Yet it was a remarkable social and educational development as the OECD examiners indicated in their report on Canadian higher education when they referred to their judgment of the expansion as "definitively and overwhelmingly positive." "It is," they said, "hardly an exaggeration to talk about a second great Canadian pioneering achievement."³

This expansion was also accompanied by a steady increase in the qualifications of Canadian university staff. There is no doubt that it caused strains and problems. But there is equally no doubt that it brought university education to many more people than in the past. In 1951 8.5% of men 14 and over had some post-secondary education. By 1985, the proportion is anticipated to rise to

about 36%. The corresponding figures for women are 5.7% and 27.3%. I have no doubt that an educated citizenry on this scale is, in fact, a reasonable investment by Canada. I would argue indeed that we have failed to attract a reasonable percentage of the children of the working class and a reasonable number of women to the university and that, therefore, these percentages should increase somewhat. These failures, however, are no reason to undermine the existing system, merely to make it more responsive to the needs of the whole community. There are clearly problems with the quality of the education received by incoming students. But again we should not exaggerate. Many of the most ferocious critics received their higher education in Canada in the 1950's — good, sound education no doubt, but how many of the institutions they attended could be described as an Athens of the North? We, of course, want to improve standards but we should not measure achievement against some romantic conception of the golden age of the 1950's. We want to examine the possibility of ensuring that all graduates of secondary school have proper training in English, French, mathematics, science and history, but we should not embrace the notion that this should be done at the expense of those students who are not going to university.

We need to talk to each other and to the general public about the work we are doing. We are not apt to be effective communicators with the public unless we know more about ourselves. How much do academic staff members know about the strengths of the Canadian involvement in biology or history, medicine or engineering? Organizations such as CAUT and AUCC along with the Learned Societies need to sponsor sophisticated popularization of what we are doing. We should be grateful to Dr. Suzuki for his work in the media on science. The transformation of *Science Forum* is another method. But this is not enough. We must develop more and better techniques both to record what we are doing and to popularize it.

Best defence is offence

But no matter how much we explain, we must be organized to defend ourselves. One does not have to believe in a conspiracy theory of history or that all administrators, bureaucrats and politicians are plotting to undermine the position of the profession. But there can be no doubt, as Gordon Jones, CAUT Past-President has said, that the declining economic situation is contributing towards a change in the balance of power within the university and between the universities and the provincial governments. Administrators and provincial bureaucrats naturally seek out ways to ensure that their ideas are implemented and that their administrative structures run with a minimum of difficulty. If their power increases, they will use the power to serve these ends. There is nothing sinister about this process.

However, their ideas and their procedures may well not be in our interest. For example, we want fair and tough procedures to govern financial exigency and redundancy — not easy ones which can be implemented without inquiry or adjudication. We want long-term planning, not short-term decisions to meet today's crisis. By and large we want permanent staff in the tenure stream — not a university staffed on short-term contracts however "flexible" that might be.

God helps those who help themselves. But how can we help ourselves? I see the following priorities:

- (a) strong and effective local faculty associations actively engaged to defend the interests of all their members. CAUT may pass worthwhile policies but without effective local associations to carry out policy and to police the situation on the ground, the exercise will be fruitless.
- (b) effective local negotiation whether through certification or by special plan collective bargaining to provide as firm a legal basis as possible for the economic and contractual rights of the academic staff — rights which then can only be changed legally by bilateral negotiations with the bargaining agent and not by unilateral actions of the board of governors.
- (c) effective lobbying of the federal and provincial governments to ensure that the voice of the university community is heard in the councils of governments. This presupposes that existing provincial organizations will strengthen themselves to undertake this task.
- (d) a strong and effective CAUT to assist local associations, coordinate lobbying activities, and to preserve academic freedom through a time of strain and difficulty.

How to protect our interests

The majority of Canadian university faculty are now covered by collective agreements. Most are represented by certified bargaining agents under labour legislation, but some, particularly in Alberta and British Columbia where the provincial governments have passed legislation to prevent certification, are covered by collective agreements outside labour legislation. In the past academic year Dalhousie, University of New Brunswick, Memorial and St. Thomas More College all decided to seek certification. It is in everyone's interest across the country that collective agreements be as strong and as successful as possible. For instance, when Carleton and Windsor secure tough articles on financial exigency, these precedents are of value to all bargainers inside and outside of labour legislation. The CAUT collective bargaining officers are available to all those negotiating collective agreements. During this past year, for instance, CAUT produced propaganda for the University of Toronto Faculty Association for use on the Toronto campus when it appeared as though the special plan there would be undermined by the

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M. Donald Savage, Secrétaire général de l'ACPU, dit dans son article que les universités canadiennes s'en vont vers une période où il y aura diminution des inscriptions d'étudiants et faiblesse générale de la situation économique.

Afin de survivre et de continuer à exercer son rôle, la collectivité universitaire doit insister pour que les gouvernements pratiquent une planification rationnelle et un financement adéquat tandis que les professeurs d'université doivent porter leur regard au moins deux décennies plus loin alors que la situation se sera renversée et que le système fera face de nouveau à une montée des inscriptions et à une pénurie de personnel enseignant qualifié (à cause de la répartition asymétrique de l'âge des professeurs et du niveau démesuré des retraites).

Selon M. Savage, ceux qui critiquent l'enseignement postsecondaire et les universités, y compris certains professeurs, ne se rendent pas compte que le système d'enseignement supérieur au Canada constitue un remarquable acquis social et éducatif. A son avis, le professorat doit avoir assez confiance dans les points forts du système pour le défendre contre ceux qui l'attaquent. Une façon de le faire, selon M. Savage, consiste à toucher le public en le renseignant sur l'oeuvre des universités. Un autre moyen est d'organiser des associations ou syndicats de professeurs locaux forts et efficaces qui s'emploient activement à défendre les droits et les intérêts de leurs membres, à mener de fructueuses négociations locales grâce à leur accréditation ou à des ententes spéciales et à exercer d'efficaces pressions auprès des gouvernements fédéral et provinciaux pour que la voix de la collectivité universitaire soit entendue.

(First of a series)

by Malcolm G. Scully

CAPE TOWN: In a ceremony every year, faculty members, students, and administrators of the University of Cape Town carry an extinguished torch across their campus and into Jameson Hall, the university's main building.

The torch symbolizes academic freedom. It will not be relighted until the university regains the right to admit and employ whomever it chooses.

The university held the first such procession in 1959, the year South Africa's Parliament enacted legislation prohibiting any white university from accepting non-white students without the approval of the Minister of National Education.

Before 1959, the University of Cape Town and the University of the Witwatersrand in Johannesburg were open to students of any race. In the late 1950's, about 10 per cent of Cape Town's 5,500 students were not white.

The law that barred the admission of nonwhites was called the "Extension of University Education Act," a title that to some had an Orwellian ring, since it represented the ruling Nationalist Party's efforts to apply its concept of apartheid, or racial separation, to higher education.

System split by race and language

In addition, the act called for the creation of separate institutions for South Africa's non-white peoples. With the establishment of those new institutions in 1960, the present system of higher education in South Africa was in place.

It includes:

- Five universities to serve the 2.6 million white South Africans who speak Afrikaans, the language of the "Afrikaner" descendants of the Dutch settlers who first arrived at Cape Town in 1652 to establish a hospital and "victualing" station for the Dutch East India Company.

- Four universities to serve the 1.7 million white South Africans whose native language is English. The first significant wave of British migration to South Africa came in 1820, when about 5,000 settlers arrived.

- Two "dual-medium" universities, where classes are offered in English and Afrikaans. One is a residential university for white students; the other—the University of South Africa—offers only correspondence courses and is open to students of all races.

- One university to serve the 2.4 million South Africans classified by the government as "coloreds", a group of people of mixed ancestry.

- One university to serve South Africa's 727,000 Asians, most of whom are descendants of Indians who were brought to the country in the middle of the 19th century to work on sugar plantations in Natal on the coast of the Indian Ocean.

- Three universities for the country's 18 million black Africans.

Segregation not complete

The segregation of the system is not complete. In fields such as engineering, where programs are not available on their own campuses, colored, Indian, and black students have obtained permission to attend the white universities.

Nonetheless, it is a system that virtually everyone in South Africa agrees is separate and unequal. The facilities for whites far outstrip those for blacks, and even proponents of the government policy of "separate development" admit that educational opportunities for non-whites need to be improved.

The inequity begins early.

The South African Institute of Race Relations, for instance, reported that in 1976 the per-capita spending of government funds for school children

South Africa's Isolated Universities

Rejected by many in the academic world as part of an illegitimate political system, they are shaped by the policies of apartheid

from the various racial groupings was \$695 for whites, \$195 for Indians, \$143 for coloreds, and about \$45 for black Africans.

Primary school is not compulsory for black children, and the government estimates that only about 80 per cent of black seven-year-olds actually start school.

J.G.E. Wolfson, deputy director of the race-relations institute, said in an interview in Johannesburg that of the black children who do start school, between 0.3 and 0.5 per cent actually complete secondary schools on time and qualify to enter a university.

Few degrees for non-whites

The racial contrasts in elementary and secondary education have a direct effect on South Africa's universities. Of the 10,204 bachelor's degrees awarded to all students in South Africa between 1974 and 1975, black students received 548, Indian students received 422, and colored students received 196.

The system of higher education is thus a microcosm of South African society, reflecting the sharp contrasts in the levels of development and affluence of the country's white and non-white populations. And for the students and faculty members within it, it poses all the psychological, political, and moral dilemmas that the larger society poses.

For many blacks, Indians, and coloreds, the decision to attend one of the universities created by the 1959 legislation is a political one.

Their communities fought bitterly against the creation of the separate universities and still regard them as illegitimate. To attend one is, in a sense, to legitimize a system of racial and intellectual separation that the students find abhorrent.

For that reason, Indian students at the University of Durban—Westville have steadfastly refused to form a representative council, the normal student-government organization at South African universities.

"The policy of non-collaboration was aimed at keeping students informed that the university was part of the apartheid system, designed to produce graduates who would meekly accept subservient roles in the larger South African society," explained a former student leader at the university.

White professors at black universities

Even now the staffs of most of the black universities are predominantly white, although efforts to "Africanize" the faculties and administrations have been stepped up in the wake of protests on the black campuses.

The South African Institute of Race Relations reported that at the three black universities in 1976:

- Of 102 professors, 96 were white and six black.
- Of 146 senior lecturers, 132 were white and 14 black.
- Of 162 junior lecturers, 89 were white and 73 black.

Despite the bitterness that many blacks hold toward the new institutions, officials on the campuses say non-whites have been forced to accept them if they want a higher education at all.

A.J. Thembala, professor of education at the University of Zululand, said, "The attitude of the Zulus to the university has been hostile from the beginning, because they see the institution as part of the government's political plans.

"But they are beginning to accept it as inevitable. And they are beginning to accept it because they recognize that as graduates come out, they are getting jobs."

Dennis Adonis, director of development at the University of the Western Cape, the institution created for coloreds by the 1959 law, noted that the university had grown not because people had accepted the government's philosophy but because "they knew they needed tertiary education and had no other option."

Even though colored South Africans could enter several of the white universities before 1959, the best available data indicate that only about 800 coloreds had ever earned a university degree from anywhere before the University of the Western Cape was established, Mr. Adonis said.

The University of the Western Cape itself awarded 1,047 degrees in the first 16 years of its existence, he said.

English-speaking universities isolated

For faculty members and students at the four white, English-language universities, the years since the 1959 legislation have been characterized by growing isolation—from the ruling

Afrikaner establishment and from the international academic community.

English-speaking intellectuals and the English-language press have long been opposed to the Nationalists' policies of apartheid. As a result, English-language universities are viewed with suspicion by Afrikaners, who for years have seen themselves as victims of British colonialism.

Internationally, the universities face increasing isolation because they are viewed as part of what many intellectuals from Europe and the United States consider to be an illegitimate political system.

Recruiting faculty members from Great Britain, the United States, and Australia has become increasingly difficult, said G.A. Doyle, dean of the faculty of arts at the University of the Witwatersrand.

Some refuse to come for political reasons, he said; others, because they view South Africa's future as too uncertain.

At the University of Cape Town, Maurice F. Kaplan, Deputy vice-chancellor, reported that in 1977—for the first time in five years—the number of faculty members who resigned to take jobs in other countries had exceeded the number of faculty members from overseas who were appointed to the staff.

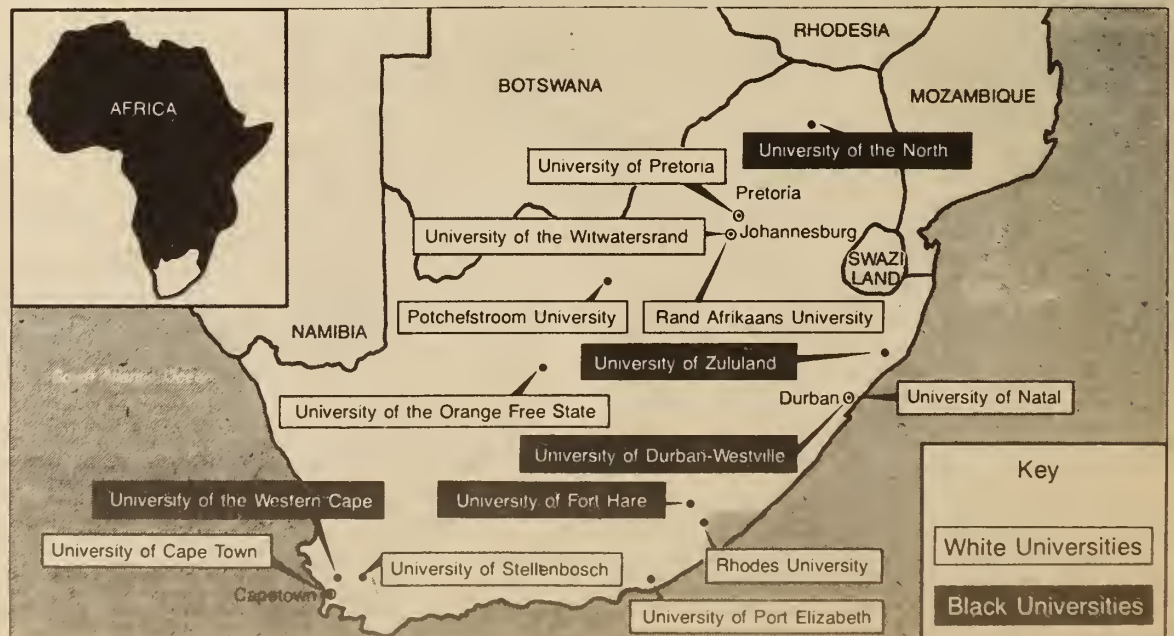
"The considerable drop during 1977, not only in the percentage of foreign applications for the vacant academic posts, but also in the number of countries from which they emanated, is very disturbing," Mr. Kaplan said.

The academic-freedom committees of the University of Cape Town and the University of the Witwatersrand have attacked the premise that international academic boycotts would speed the process of change in South Africa.

An isolated group, the committees said, could "be less inclined to change when it is insulated from currents of modern thinking and its own framework of reference is not under continual challenge.

"We believe that intellectual creativity is vitally important for the future of southern Africa. Academic isolation can only harm it. We are unable to see how the impoverishment of a society's intellectual life can contribute to its long-term overall welfare."

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Regular government censorship

Within South Africa, the English-language universities and their faculties have been faced with regular government censorship of works considered subversive or pornographic and with the threat of "banning" if their activities appear to threaten the government's version of stability.

According to one report, the government's Publications Control Board had banned 26,000 books and pamphlets by the end of 1974.

University libraries are exempt from the censorship laws and may keep banned works—as long as they are not "communist" and as long as they are kept locked in the reference section and made available only to bona fide scholars.

G.R. Bozzoli, who retired last year as vice-chancellor of the University of the Witwatersrand, recently warned, "Already there are many areas of study in the sociological and political fields where South African scholars cease to be aware of what is happening elsewhere in the world, and through this lack of awareness are even ignorant of their own ignorance."

Faculty members and students who are too vocal in their criticisms face the threat of banning.

In 1973, the government issued banning orders against eight persons connected with the National Union of South African Students, calling them "threats to internal security."

Under such an order, which usually lasts five years, a banned person may not entertain more than one visitor at a time in his home, may not attend public meetings, and may not leave his magisterial district.

One of those banned in 1973 was Richard Turner, a lecturer in political science at the University of Natal. In January of this year, Mr. Turner was shot and killed by an unidentified assailant.

Growth of black consciousness

Black leaders in South Africa who once regarded as allies the white liberals such as those on the faculties of the English-language universities have increasingly moved into "black consciousness," the movement led by the late Steve Biko, the leader of the banned South African Students Organization who died last fall, apparently from blows to the head, while he was in detention.

The black-consciousness movement has stressed, among other things, that South Africa's blacks must take charge of their own future, rather than be led by white liberals.

Despite the growing sense of isolation, the universities of the Witwatersrand and Cape Town both have long fought for the restoration of their right to admit whom they please. They continue to do so.

Their academic-freedom committees published an account in 1974 of the universities' efforts. "Unlike many institutions and much of the white population," it said, "the open universities have not remained mute while individual liberty in South Africa has been whittled away."

The committees noted that some "more radical members of the universities" had charged that the institutions' protests were not strong enough.

"It may well be that impartial historians, writing of our era a score or more years hence, will conclude that more would have been achieved had no compromise been tolerated," the account adds.

"The open universities do not claim to have a perfect record; they concede that survival as a liberal institution in South African society often involves compromises that they view as necessary in the circumstances but which may be seen by others as weakness."

"The record speaks for itself. The generations to come cannot but conclude that our open universities did not withdraw, like the German universities of the 1930's, when Western values were destroyed."

Nonetheless, a revisionist view of the role of the white universities is developing. The combined pressures of international and internal rejection have created a sense of isolation, at the least—and in some cases despair—among some white, English-speaking intellectuals.

Said L. Jonathan Suzman, professor of philosophy at Witwatersrand, "We are an intellectual elite with no one to influence."

Afrikaners' view of history

The white, Afrikaans-language institutions specifically have addressed themselves to the needs of Afrikaners. Throughout their history they have been a source of intellectual and political support for the Afrikaans culture.

Afrikaners, who point out that they settled in South Africa only 20 years after the Puritans reached North America, engaged in at least two centuries of conflict with British settlers.

They view themselves as victims of British colonialism, just as the black Africans do. Their history, they say, is that of a struggle of a colonized group to retain its language and its culture in the face of powerful British imperialism.

After the British defeated the Afrikaners in the second Boer War in 1902, the latter began a long, slow struggle to assert political and economic power.

Their campuses became citadels of "Afrikaner nationalism" in the 1930's. Once the Afrikaner Nationalist Party took over the reins of government in 1948, the universities provided the country with a significant number of political and government leaders.

Most observers say the historic hostility between English-speaking and Afrikaans-speaking whites in South Africa has dwindled in recent years, but sharp contrasts remain in the two communities and the universities that serve them.

Secret brotherhood

G. Van N. Viljoen, vice-chancellor and rector of the Rand Afrikaans University, commented recently that the concept of a "universalistic university," promoted by such institutions as Cape Town and Witwatersrand, was "an assumption based on a narrow concept of Anglo-Saxon cultural superiority, assuming English as equivalent to universal and Dutch or Afrikaans as equivalent to particularist or nationalist."

"Fusion into one nation is really a euphemism for 'Anglicization' or 'absorption into Anglo-Saxon culture,'" Mr. Viljoen said.

Mr. Viljoen himself is a symbol of how closely the academics at Afrikaans institutions are tied to the ruling Nationalist Party. He is widely reported to be the current chairman of the *broederbond*, or "brotherhood," the secret society of Afrikaner leaders that has historically played a crucial role in shaping Nationalist policy.

Possible liberal influence

Because the Afrikaans universities are the only ones with any regular and permanent contact with the government, some observers say that if universities in South Africa are going to exert a liberalizing influence, the source must be the *verligte*, or "enlightened," faculty members at those universities.

In the past several years, analyses that challenge some of the government's cherished policies on race have emanated from Potchefstroom University of Christian Higher

Education, an institution long considered to be the intellectual center of conservative, Calvinist Afrikanerdom.

Even so, Johan D. Van der Vyver, professor of jurisprudence at Potchefstroom, has attacked the country's security legislation as "a disgrace to Western civilization,"—a statement whose frankness surprised both proponents and opponents of the government.

The University of Stellenbosch has also been a bastion of Afrikanerdom. Six of the country's seven prime ministers since 1910 were graduated there. Among them is the incumbent, B. John Vorster, who also serves as the university's chancellor.

Nonetheless, Stellenbosch last academic year took a step which, while it may seem to be mere tokenism, represented a major change in policy: it admitted more than 20 "non-whites" as undergraduates.

W.P. Esterhuysen, professor of philosophy, said one reason for deciding to admit the non-white students had been that "there is an increasing need in South Africa for leaders of different racial groups to come into closer contact with each other. The university is a place where contact and understanding should be developed."

Faculty members and administrators were cautious in discussing with an American visitor the changes at Stellenbosch. The university already has been criticized by J.D. Vorster, a brother of the Prime Minister, for its decision to admit the non-whites.

The university people feel, as do many *verligte* Afrikaners, that the power of conservative, *verkrampde*, or "narrow" Afrikaners is still very strong, especially among the working classes, and they fear that if a university, or the government, appears to be moving away from the traditional afrikaner principles of apartheid too rapidly, the government will lose its base of popular support and an even more extreme right-wing reaction will set in.

Mirror of segregated society

Few Afrikaner intellectuals reject the government's overall position to create separate national units for the black Africans and some form of federal system for the white, Indian, and colored populations.

Nic J. Rhodie, professor of sociology at the Afrikaans University of Pretoria, said the Afrikaners were the "first colonized population in South Africa." Now, he said, the government is trying to decolonize the other groups in South Africa by permitting them to develop separately.

The system of university education in South Africa mirrors the larger society not only because it is a segregated system, but also because there is relatively little contact among its parts.

At a conference on the future of universities in southern Africa in 1976, David Welsh, professor of law, and Michael T.D. Savage, senior lecturer in sociology at the University of Cape Town, called for "serious efforts . . . to promote a vigorous and deep-probing debate on South Africa's problems among scholars from the different segments of the university system."

"It is a matter for deep regret, and also an indictment of South Africa's academic separation," said Mr. Welsh and Mr. Savage, "that such debate hardly occurs."

"No intellectual journal of any consequence exists in which opposing points of view are thrashed out; and there are few institutionalized forums which serve the purpose."

"South African conferences of the various social sciences which attract scholars with radically different opinions are rare occasions, and even

then they are often included to take on the air of 'bridge parties' whose participants are too polite to take the gloves off and, intellectually speaking, fight it out."

Like many other issues in South Africa, the reasons for the separation lie in the history of the divided country.

Mr. Viljoen, the rector of Rand Afrikaans University, commented that in the years after the Boer War, "the relative weakness and youthfulness of Afrikaans culture as against the rich and powerfully established English culture, and in particular the cultural 'imperialism' of the ruling English establishment, left the Afrikaners no option but to work towards universities with an Afrikaans particularism to counterbalance those with an English particularism."

Options of idealism or fear

Faced with increasing pressure from the outside world and with growing concerns in their own country, South Africa's universities are struggling with the question of how they should proceed.

At white and black, Afrikaans and English institutions, faculty members and students say they need to be prepared for a future that will differ sharply from South Africa's past.

They also say that they must act quickly.

Noted one scholar:

"If your timing is not right, the options linked to idealism will give way to those options linked to fear. The voluntary options get smaller and smaller."

Mr. Rhodie of the University of Pretoria's Institute for Plural Societies thinks South Africa has five years "to introduce fairly radical changes that would reconstruct our political and social system."

"And I don't mean just opening up another hotel to blacks," he said. "I mean developing new institutions in which all racial groups can exercise common decision-making."

Thickets of academic controversy

Mr. Welsh and Mr. Savage of the University of Cape Town said of South Africa's universities:

"Their task in the South African context is to focus with empathy, and more resources, on the fundamental issues confronting the society; to equip their students with an ability to make rational choices, and to accept the desirability of change."

"A great responsibility rests upon the shoulders of those scholars whose disciplines impinge upon sensitive areas."

"Far too few have shown the requisite forthrightness and courage to plunge into the thickets of academic controversy."

"One hopes that more will respond to the intellectual challenge and recognize that the intellectual's obligation to the pursuit of truth is a hard, daunting, but absolute one."

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We'll get it right yet department...

The May 1978 Issue of the Bulletin referred to Dr. David Steedman, the author of "The challenge facing the new social sciences and humanities research council" as the Executive Director of the Social Sciences and Humanities Research Council. In fact, Dr. Steedman is the Executive Director of the Canadian Federation of Humanities.

The game of textbookery

by Kenneth Sipser

Unlike Monopoly, this game is usually played with real money. In the former, participants play out their personal hostilities and aggressions with friends and relatives, whereas in the latter, these are done to a population group called *The Public*. It needs to be made clear at the outset that while *The Public* is indeed an important participant in the game, it is, by no means a player. *The Public* is divided into two mutually independent groups, Buyers and Payers. For real understanding of game strategy, it is important players realize that, while in other games Buyers and Payers are one and the same, in this case they must be considered independent. Buyers, for the most part, fall into two categories: Boards and Studs, both of whom, from their respective points of view, provide for the smooth transfer of game points, called *wherewithal* to the players. Through a shunting process called *footing-the-bill*, the Payers, made up of population subgroups called *Parents and other Taxpayers*, provide the *wherewithal* for the game of Textbookery to be played with almost absolute certainty of success for all players.

At the very outset, the more astute novice learns that productive game strategy does not require adversary roles to be developed amongst players. Quite emphatically, in this game, the competitive thrust is motivated by player common interest in extricating as much *wherewithal* as possible from Payers through a process called *gouging*. While this may be found in many other games, it has special significance in this one as the reader will soon discover.

Getting into the game can be difficult requiring resources of several kinds, and the determination to amass even more through gouging, not at all unlike that found in the Game of Medicine. Since the theory is developed more fully in the Game of Getting into Games, a fuller discussion of the theory is not included herein.

Once in the game, players quickly become aware of the special relationship that must be developed with the Buyers, since they produce the means by which transfer of *wherewithal* is to take place. As you will see, this is important for the following opening moves as introductory game strategies:

□ Capitalize on the fact Boards usually have substantial sums of *wherewithal* assigned to the purchase of textbooks from a seemingly random list called the School Budget. This is prepared under the guidance of a Purchasing Agent, whose usual misjudgements result in the need for the District to purchase anything "so that the budgetary item is depleted else, next year's budget will be reduced accordingly". Appropriate strategy here is to arrange meetings with certain Board members to determine how this depletion can best be arranged. Suggested recommendations involve the above mentioned gouging which, as applied here include the ordering of excessively expanded texts abounding with overlay pages, surrounded by attractive multi-colored covers, and supplemented by teacher manuals, cassettes and other media materials. Note that readability or appropriateness of content are peripheral considerations and are not to be used

as recommended purchase criteria. Important in all of this is the fact that Boards are not expending their own *wherewithal*, but rather that of the Payers as Parents and other Taxpayers. Since this is the easiest of the game strategies to master, wresting *wherewithal* in great quantities from Boards is recommended as a means of accumulating game points even for the inexperienced player.

□ Capitalize on the fact older Studs attend institutions which require, through their learned professors to purchase large numbers of texts, some of which are actually read. At the end of each semester, if not sooner, many of these are relegated to adorn dormitory shelves in their original jackets, making quite a colour display while gathering dust. Most are ultimately exchanged at local bookstores for small quantities of *wherewithal*, and are subsequently transferred to other Studs. Since this transfer can be a problem, the serious player will want to develop an appropriate response strategy along the lines suggested in the upcoming section on NEW EDITIONS. As in the case of the Boards, Studs do not provide the *wherewithal* for the exchange. Rather, parents, living long-distance foot-the-bill, muttering unkind words while going through each semester's ritual of writing cheques.

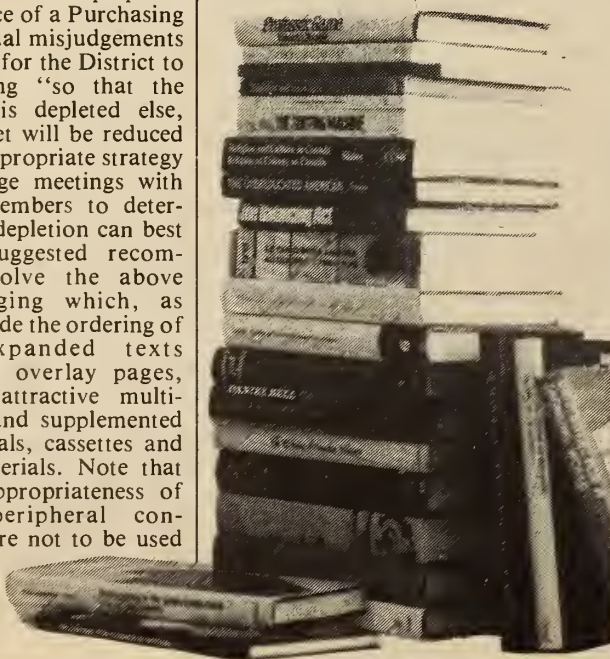
For the more advanced, more experienced players, the following strategies are recommended to increase the point count very measurably:

Instructional Change

Encourage and support *any* kind of instructional change. The resulting new approach will yield a whole host of new materials, which, when the proper moves are made, will find their way to those Districts in which Boards need to show how modern they can be. If the current instructional program is A, encourage the development of the new, modern, experimental Program B. Since A is outmoded, traditional and old-hat, it needs to be done away with along with its text materials. Be sure this is followed as quickly as may seem reasonable with Program C in which the previous adjectives for A accrue to B, and the existing ones from B to C. It doesn't really matter if Program C is in fact a return to A.

New Editions

Require authors to update their



materials periodically to reflect recent developments in the field, being certain each new edition comes after the current one has been removed from warehouse shelves onto those of the Studs. The fact there may have been no new developments must not deter the player from producing new editions anyhow. If nothing else is appropriate, try reformatting the text, viz., change page numbers, alter problem sets, include a few pictures and cartoons. Anything goes, just so long as it produces a revision outmoding the old one. In this way bookstores must purchase these texts from you rather than from your major competitor, Studs with last semester's books.

Workbooks

Develop this aspect of the game soon after the basics have been mastered. Since workbooks are intended to be used by Studs in ways which make them difficult to be used by others, players will have no need to be concerned with strategies New Edition or Instructional Change, above. The picture coloring book was one of the first of this type to be introduced to the game, along with in-book arithmetic and spelling. For older groups of Studs, particularly those who may have been frustrated with picture coloring, the creative player will recommend underlining and overcoloring of text materials for emphasis. Obviously this gambit produces a highly personalized text which equates its exchange value to that of a workbook. Other ideas in this context come in the form of Learning Activity Packages and Modules which

usually contain perforated tear-out sheets to be submitted as homework, tests, etc. This all leads to the important theorem by the well-known theoretician and player of the game, Dr. Bookmessenger: "The life span of a textbook is inversely proportional to that of its game point value." He made this statement, of course, to a conference on textbookery in Las Vegas. As you can see, the workbook idea is an old one, and was only minimally successful until recently when the theory was found to be valid to players as well as valuable to Boards and Studs. In the case of the former, it helps with budget depletions, and for the latter it saves a trip to the bookstore.

The foregoing is the preface to the new, exciting workbook-text, **The Theory and Practice of the Game of Textbookery** recommended to game players, prospective game players, Board members and college and university professors. Order individual copies at your local bookstore. 446 pages. \$19.95

Memo to the publisher, from the author:

The second edition is almost completed including changes in the problem sets along with the addition of a new chapter entitled "Lobbying Strategies for Dealing with Federal Investigations and Government Regulations Pursuant to Gouging in the Game of Textbookery".

Dr. Sipser is Professor of Education at the State University College of New York at Oswego, N.Y.

1980's...from p. 13

Governing Council. It also joined with the University of British Columbia Faculty Association to run a three-day bargaining seminar on the UBC campus. Similar educational seminars were run on a number of campuses where there are certified hargaining agents.

CAUT's work in the area of economic benefits indicates how closely this activity is allied with bargaining in all its forms. We have created a structure within the economic benefits area whereby CAUT is able to respond to queries from associations and individuals, suggest long-term trends and conduct educational seminars on employee benefit packages. CAUT is also taking more active steps to try to serve those university professors who have retired and who are probably the most disadvantaged section of the university community.

It is important for us to ensure that economic uncertainty does not lead to the erosion of the rights of minorities within the university system. I am thinking particularly of the position of librarians and of women. It is entirely possible that hard times could become the weapon to destroy the gains these two groups have made recently. I particularly urge the CAUT to devote more resources to these two areas of activity this year since both were seriously hampered by the budgetary stringency imposed in 1977-78.

Nor should we forget that a time of uncertainty is a time of fear. We must not allow fear of difficult times ahead to inhibit the traditional work of the CAUT in maintaining the academic freedom of the profession. We must ensure that the new administrative code-word, "flexibility", does not become the cover for removing those from the university community with unpopular political or economic

views. We may well find that the new political enthusiasm for obscenity legislation will result in local vigilante attacks on books in university courses or in university libraries. We must press to ensure that collective agreements have legally binding articles on academic freedom and nondiscrimination and that the latter effectively ensure that there can be no discrimination against women, native peoples, homosexuals, blacks, or Asians, to name some obvious victims of prejudice.

Finally, we must continue the important work we have commenced in the area of lobbying governments. We must fight for proper funding of the universities by the provinces, adequate research funding by the federal government, effective freedom of information legislation at the federal and provincial levels so that we can ensure that we know all the information on which decisions affecting us are made, proper controls on the activities of the security forces on the campus, and a variety of other matters. We must ensure that governments, the public, and our own members know the excellence of the Canadian university system and we must put every reasonable form of pressure on governments to ensure that this system is not destroyed.

This is a revised version of the Executive Secretary's annual report.

Notes

1. Howard R. Bowen, *Investment in Learning: The Individual and Social Value of American Higher Education*, Jossey-Bass, U.S.A., 1977. (Serialized in *Chronicle of Higher Education*, 31 October, 7, 14 November 1977.)
2. *Chronicle of Higher Education*, 9 January 1978. Research of Dean K. Whital, Director of the Office of Institutional Research and Evaluation, Harvard University.
3. *Globe and Mail*, 11 April 1978.
4. Zsigmond, *Population and Enrollment Trends 1961 - 2001: The Canadian Case*, 1975.
5. *Canada: Reviews of National Policies for Education*, OECD, p. 35.

Promise betrayed

by Mary Percival Maxwell

Roberta Frankfort. *Collegiate Women: Domesticity and Career in Turn of the Century America*. New York University. New York, 1977. Pp. 121

This book is really about the subversion of the promise of equality of university education for women. Moreover, it reveals the crucial role of men in academia in this subversion. Frankfort focuses on the historical developments in women's education in turn-of-the-century America and examines in detail the images of Bryn Mawr (founded in 1885) and Wellesley (founded in 1870) and the philosophies of their respective women presidents. The career patterns of the graduates of these two elite colleges reflected their contrasting ideologies. Bryn Mawr emphasized education in all areas equal with men and preparation for careers. Wellesley leaned toward the role of women as wife, mother and volunteer worker. The distinctions between the two became blurred after 1908. Ninety per cent of Bryn Mawr graduates of 1889-1908 had occupations compared to thirty-five per cent of Wellesley's. The sixty-one per cent of Bryn Mawr graduates who pursued graduate work between 1889 and 1908 dropped to forty-nine per cent during the 1909-18 decade and the per cent in college teaching dropped from ten to six per cent.

The author found that by 1908 "determination to prove feminine scholarly prowess is replaced with talk about reconciling domesticity and a college education. New careers for women in such fields as hygiene, social work and home economy became the bridges linking these formerly polarized ideals", but she asserts, "in reality, however, this 'professionalism' (of women's traditional work) never really brought women a higher status; on the contrary, in some real way it made them less powerful (in 1910) than a previous generation had been. The domestic ideology was now enshrined in a much more specialized and hence more controlled arena".

Neither changes in marriage rates, the numbers who had children nor the nineteenth century definition of domesticity as women's proper sphere adequately account for the reorientation of university education for women which took place after 1900 in the United States. But, as Frankfort documents, it was those in academia and men in particular who played a crucial role in the subversion of the promise of equal university education. University men, especially presidents of elite institutions (e.g., Elliot of Harvard, Harper of Chicago, Levine of the University of Pennsylvania) spoke with the authority and power of their offices from podiums and public platforms against the 'evils' of equal education. They were the gate-keepers and moulders of public opinion and they used a variety of strategies, first

to exclude women altogether and then when that failed, promulgated the ideology of separate ghettoized education for women within universities. As institutions of accreditation for the professions, their denial of equal access to women in professional programmes played a dominant role in the ghettoization of women in the occupational structure.

But what of the role of university men in Canada? Was it as significant as it appears to have been in the States? Certainly Canada was well behind the U.S. in general in admitting women to university and to the professional schools in particular. For example, the first woman graduated in medicine in 1849 in the U.S.; in 1883 in Canada. Through the control of education, the universities and the medical and legal professions sought to prevent the training, certification or licensing of women and numerous sources document the hostility towards and intimidation of women students that was much a part of the academic ethos.

In 1883-4, rather than admit women to their medical faculties, both the University of Toronto and Queen's University established separate medical colleges for women (Canada, Royal Commission on the Status of Women 1970). The Queen's school closed in 1895, having graduated thirty-five doctors. Not until 1942 were women admitted to its medical school. In law, it took two separate appeals by Clara Brett Martin to the Attorney-General of Ontario and an Act of the legislature to force faculty and the Law Society to admit her to study and become licensed in 1897.

As early as 1867 the press in Canada were advocating the admission of women to university, albeit to separate classes and special courses of study (Prentice, A. & Houston, S.E., *Family, School and Society in Nineteenth Century Canada*). In contrast to the States the ghettoization of women into special and restricted curriculum was prominent from the founding of the 19th century university. When the Upper Canada Academy (co-educational) was incorporated as Victoria University in 1841, it became a wholly male institution. And although speaking in 1879 in support of university education for women Principal Grant of Queen's bowed to the notion of special curriculum for women (Cook, R. & Mitchinson, W., *The Proper Sphere: Women's Place in Canadian Society*), by 1905 President Burwash of the University of Toronto urged "that ten years of age be set as the upper limit for a boy to be under a woman teacher" (quoted in Bassett, I., *The Parlor Rebellion*). The implications of such a statement for ideological control by males were indeed far-reaching.

We need to know more about the role of men in academia in Canada both in championing and opposing equality of education. □

Filling the information gap

by E. Mark Goldstein

Wilfred B.W. Martin and Allan J. Macdonell, *Canadian Education: a sociological analysis*. Prentice-Hall of Canada Ltd. Scarborough, Ont., 1978. Pp. 354.

The sociology of Canadian education confronts the interested reader with very few sizable efforts. The names which come to mind at a cursory review of the field are: Seeley, Sim and Looseley; Porter; Ossenberg; Sheffield and possibly a few others, less specific in their interest, but showing some tangential leaning towards Canadian educational sociology. Other honourable attempts in the matter include numerous empirical works in the form of academic dissertations of all kinds and an undetermined number of unpublished works. Thus, were it only for the paucity of sociological references of this dimension, Messrs. Wilfred B.W. Martin and Allan J. Macdonell would be entitled to the gratitude of the reader. The area of Canadian educational sociology being a particularly neglected domain, one cannot help but read *Canadian Education: A sociological Analysis*, a solid volume of 354 pages, with some anticipatory gusto.

This expectation is not disappointed as Martin and Macdonell have attempted to cover their subject from a variety of viewpoints, structured in four large sections, namely: Sociology and Education; Social Organization of the School; Education and Social Structure; Social Change and Education.

While these divisions may strike the reader as being too devoid of Canadian content, it must be underlined that the development of the four sections carefully includes subjects such as:

- in Part I: References to Canadian Population, Race, Language, Religion, Economy and a comprehensive and elaborate analysis of the Canadian Structure of Education;
- in Part II: Extensive references to a variety of interaction processes in the Canadian educational landscape;
- in Part III: Comprehensive preoccupations with educational opportunity at all levels (regional, provincial, federal) and from viewpoints as sensitive as those of: social class, social mobility, the labour market, the socio-economic set-up;
- in Part IV: Social Change in Canada and its consequences from the educational point of view, plus a short chapter of futuristic interest.

All chapters are concluded with a judicious and useful summary. Three appendices — of which appendix C reproduces The British North America Act — are added for good measure and for the delight of those didactically inclined. The References are copious and a Name Index and a

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About our reviewers...

Professor Mary Percival Maxwell teaches Sociology at Queen's University... Professor Mark Goldstein is with the Department of Education, University of Ottawa... J.L. Granatstein teaches History at York University.

Off the mark

by J.L. Granatstein

John D. Millett. *New Structures of Campus Power*. Jossey-Bass Publishers, San Francisco, 1978, pp. 294, \$12.95.

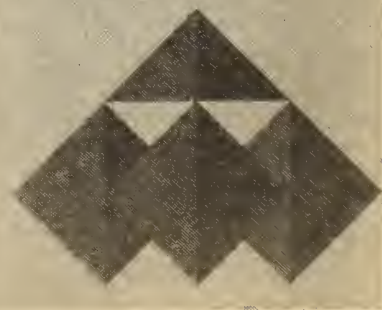
This is a most curious book. The author, a distinguished public administration specialist, university president and academic bureaucrat, commissioned thirty deans and professors to write case studies of academic governance at their own individual institutions. These case studies, put into Millett's own rather pedestrian prose, occupy almost 200 pages of this volume. "For some readers," the author admits, "the summaries... may seem unduly long and the accounts overly detailed or even repetitious." Indeed they do.

More serious perhaps was the question of selection of the authors of the case studies. Millett is frank: "With three exceptions, all of the faculty members participating in this study had previous administrative experience in the institution or had played a prominent role in faculty leadership. Such persons tend to have greater personal interest in institutional affairs than faculty members who concentrate their professional attention on a given discipline." Oh dear. He goes on: "I found that professors of higher education and directors of institutional research tended to have both the most balanced and the most sympathetic concern with all individuals and groups involved in campus governance." Gasp. Those open admissions come close to vitiating the study.

What finishes it off, however, is Millett's quite extraordinary omission of faculty unionization as a major factor in university governance. For worse or better, faculty unions are here to stay, but Millett is content to have—I believe I am correct here—only one of his thirty institutions under study even flirting with the idea of collective bargaining. Certainly his own views are clear—in a page and a half, he condemns the whole process as a threat to the learning process and as a danger to the faculty role in academic management.

He may be right, although I doubt it. But how in 1978 could someone write about governance and treat collective bargaining in this cursory fashion? No study that does merits serious consideration. □

NEW John D. Millett
STRUCTURES
OF CAMPUS
POWER



COUNCIL... from p. 1

In addition, the current legislation does not extend to the general data and research of the government which the CAUT considers should be made available to the public with appropriate safeguards for privacy and for national defence.

Lobbying for research funds

The Council reviewed CAUT's participation as part of a nine-organization consortium, in lobbying the federal and provincial politicians for more funds for the research and development sector of the economy.

The delegates agreed that such activities were both productive and timely and pledged to intensify future lobbying efforts.

Obscenity and civil liberties

The delegates authorized the Association to study whether the proposed federal legislation on obscenity (Bill C-51) would constitute a threat to academic freedom through having an effect on books on university course reading lists or

holdings in university libraries.

The Council also approved the establishment of a civil liberties defence fund, with the University of Toronto pledging the initial \$3,000 contribution.

New constitution

After almost two days of debating the question, the Council approved proposals for constitutional restructuring of the Association brought forward by the Ad Hoc Committee on Services.

Central to the recommendations is the elimination of the Executive Committee as a policy-making body and its replacement by a numerically larger Board of Directors, which will reflect the CAUT's regional and provincial make-up, and which will act as the cabinet of the Council.

Members of the new Board will be elected by Council delegates on a regional basis at the annual Council meeting. Previously, delegates to the Board were chosen prior to the Council meeting by provincial or local faculty associations.

Two opposing views vied for favour behind the array of sometimes contradictory motions aimed at amending the Ad Hoc Committee's recommendations. The first view held that the Board should continue to operate as a senate; the second that it should operate as a cabinet. The latter view prevailed.

To the surprise of many, the main motion was finally passed with what was described by some delegates as "reasonable unanimity."

As a result, the Council will retain final authority over major policy documents, it will be responsible for setting fee levels and have the final responsibility for approval of the Association budget and censure. □

or her duties without disturbing the status quo". That statement would suggest that the committee imputed a motive to McGill, and there certainly was no such intention. It is regrettable if anything in the report was written in such a way as to permit such a misinterpretation, but I must say that on re-reading what was actually said, I really cannot find any passage that is reasonably open to the interpretation you have given it.

I hope you will find the space in a future issue to present the whole report.

Gideon Rosenbluth

*Department of Economics
The University of
British Columbia*

LETTERS... from p.2

No political motives says Report's author

Sir,

May I be permitted a comment on the article on page three of your May issue summarizing the committee report on McGill tenure regulations.

It is of course difficult to summarize a complex and, no doubt, wordy report with complete accuracy, and it is virtually impossible to do so to the full satisfaction of the authors. Considering the difficulties, your summary on page three is excellent, except for one major error.

It is a serious misinterpretation of the report to say, as you do in column two, that "the report suggests that some universities such as McGill often resort to long probationary periods for political reasons as a means of ensuring that an individual performs his

SIMON FRASER... from p. 2

6. The record of CSAA is relatively unblemished, as to the members. The Board, however, does not come off as well.

7. The CAUT failure in this case suggests a need for stronger muscle in Canadian academia. Unionization appears as the only alternative.

Last but not least — what about the dismissed Seven? In 1975-76, I contacted all of them. In my opinion, four or five — perhaps all — would never accept reinstatements at SFU. But they claimed and deserved such offers. All have suffered. The senior three have re-established their careers elsewhere, not without serious emotional and material costs. The junior four, in varying degrees, have fared badly. Covert hounding by SFU hardliners has been alleged by one or two. One is still unemployed; a second likewise till very recently. Is this justice?

Arthur K. Davis

*University of Alberta
(President, 1975-76, the
Canadian Sociology and
Anthropology Association)*

GAP... from p. 17

Subject Index competently round up the contents of this thorough piece of work.

Reiterating the importance of this volume in filling the information gap keenly felt by all students of Canadian Educational Sociology, let us add that, in this respect, the volume will likely become compulsory reading, particularly for Canadian teacher trainees, so acutely deprived of such sources of information.

Very likely too, some criticism may be spurred by what is possibly a professional preoccupation of our authors, a certain didacticism evidenced by their intent to be excessively definitional and to frame historically most of their important headings. While this is useful and fully

acceptable from the didactic angle, it would seem rather obvious and somewhat excessive from the point of view of the academic. But, again, it would seem to us that the sociological analysis of Martin and Macdonell is aimed at the population of all Canadian Teacher Training Colleges and Faculties, where, no doubt, it will record a significant success. Didactic passages apart, the book will be much appreciated by specialists too, owing to the interesting specialised syntheses it presents. The reviewer feels certain the book will appeal to a very large section of the reading public, from the sedulous student, the teacher trainee, the active pedagogue and the specialist, to the general reader interested in anything related to Canadiana. □

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Guidelines concerning reductions in academic appointments for budgetary reasons¹

La nouvelle déclaration de principes sur la nécessité financière dans les universités demande à toutes les associations de professeurs de négocier des dispositions contractuelles légalement obligatoires en ce qui concerne les licenciements dus à une crise financière. Ces dispositions devraient prévoir l'établissement d'une commission d'enquête, conjointement nommée par l'association des professeurs et le conseil d'administration et ayant accès complet à tous les dossiers financiers, qui soit chargée de déterminer si la prétendue crise financière existe vraiment et, le cas échéant, quelle en est la gravité.

Le conseil d'administration ne devrait pas pouvoir agir tant que la commission n'a pas fait rapport. La décision du conseil devrait être assujettie à la procédure d'arbitrage.

La déclaration de principes pourvoit ensuite au cas où la commission d'enquête décide qu'il existe une crise financière susceptible de durer plus d'un an. Elle présuppose que les universités peuvent choisir diverses méthodes de licenciement, y compris le licenciement selon l'ancienneté et les besoins de l'enseignement. Dans ce dernier cas, la déclaration recommande que les professeurs à licencier soient désignés par une commission présidée par quelqu'un d'en dehors de l'université, mais acceptable à l'université et aux professeurs.

La déclaration exige que les universités voient à ce qu'il existe une procédure de règlement des griefs et d'arbitrage pour pourvoir aux allégations de professeurs portant que le choix de ceux qui doivent être renvoyés est partial ou illogique.

La déclaration demande qu'il y ait une période de rappel de cinq ans au cours de laquelle le professeur renvoyé ait droit à son ancien poste et ait aussi le droit d'être considéré en vue de n'importe quel autre emploi, y compris les postes administratifs, pour lequel il serait peut-être qualifié. Elle recommande de bloquer les engagements durant la crise. Elle prévoit une indemnité de départ au taux d'un mois de salaire pour chaque année de service (six mois de plus dans le cas des professeurs titularisés) et un minimum d'une année.

Elle suggère que certains compléments sociaux soient maintenus durant le congédiement et demande que l'université permette au professeur durant sa mise à pied d'avoir accès à la bibliothèque ainsi qu'à l'ordinateur et aux laboratoires scientifiques. Le texte français est disponible sur demande du bureau central de l'ACPU.

(These Guidelines are designed to replace those which appear on pp. 86-89 of the CAUT Handbook, 1973).

A. 1. The First duty of the university is to ensure that its academic priorities remain paramount, particularly with regard to the quality of instruction and of research and the preservation of academic freedom. The termination of continuing academic staff appointments (whether tenured or probationary) for budgetary reasons should occur only as a last resort during a state of financial exigency, that is, when substantial and recurring financial deficits threaten the survival of the university as a whole. Academic staff layoffs should occur only in extraordinary circumstances and then after efforts to alleviate the financial crisis by rigorous economies in all other segments of the budget have been undertaken, and only after all available means of improving the university's revenues (including borrowing, deficit financing, and the sale of real property not essential to the academic function) have been exhausted.

2. As a matter of principle and in order to ensure that decisions on cutbacks for financial reasons are not made on an ad hoc basis in an atmosphere of crisis, the academic staff association or union should insist upon strong representation by elected academic staff members² on university budget committees and the publication of complete and reasonably detailed budgetary information and audited accounts. Every university should undertake both short and long-term forecasts of its budgetary position, and should make such forecasts available to budget committees and to the academic staff association or union. These forecasts should be

based on well-developed and clearly articulated long-range academic policies and on rational planning. They should be derived from carefully researched projections of student enrollment, academic staff profiles, and established academic priorities. They should take account of new technology and educational needs as well as changing economic circumstances. They should include reasonable provision for future contingencies in an effort to anticipate possible financial crises so as to avert them or minimize their impact on the ability of the university to discharge its academic responsibilities.

3. In matters of financial exigency, the academic staff association or union should act as the watch dog over the interests of its members. It must endeavour to ensure that academic staff are protected by legally binding safeguards which prevent administrations from attacking the economic position of the academic staff on spurious grounds. It must also ensure that reasons offered to individual academic staff members for termination or non-renewal of appointments are valid and that the procedures used in arriving at such decisions are fair and equitable. To this end, academic staff associations and unions should negotiate possible financial exigency and define the circumstances and procedures governing layoff of academic staff for this reason. Such agreements should also contain criteria for identifying academic staff subject to layoff and procedures in terms sufficiently precise to allow meaningful use of the grievance procedure and should include procedures for determining how layoffs are to be distributed among the academic units of the university. In the event that the faculty association has

not negotiated such an agreement prior to a declaration of financial exigency, procedures and criteria should be settled either by bilateral negotiations between the faculty association and the board of governors or through a joint parity committee.

4. The agreement discussed above should be legally binding with respect to layoff or non-renewal of academic staff for budgetary reasons and should be spelled out in the collective bargaining agreement, special plan or faculty handbook, as appropriate, and should include the following:

a) The Board of Governors should be required to give the faculty association and the senior academic body adequate notice of its intention to consider declaring a state of financial exigency. Adequate notice in this context means sufficient time for the faculty association and the senior academic body to obtain all relevant information and to make submissions concerning less stringent alternatives.

b) Within the notice period there should be a fact finding commission, whose chairman should be from outside the university, jointly constituted by the Board and the faculty association. This fact finding commission should be required to submit its findings to the Board by the end of the notice period on the validity, and, if valid, the scope of the financial exigency. The faculty association should not appoint one of its own officers to this commission.

c) The claim that a financial exigency exists should be demonstrably bona fide, and the university must be prepared to offer credible evidence in support of its position. The exigency should arise from the total university budget, not just the academic or salary budget. It should be a financial emergency involving deficits which continue for more than one financial year, which are projected by generally accepted accounting methods to continue, the persistence of which will seriously inhibit the functioning of the existing academic units. In its negotiations with the academic staff association or union and its submissions in arbitration, the burden of proof should lie with the university. It should agree to provide access to its financial accounts as well as to its processes for budgetary planning and for the distribution of funds (including information on representations made to governments and/or funding agencies, allocation of funds to faculties and to their departments and schools, as well as to the library, enrollments in courses, age profile of academic staff, number of academic staff eligible for leave and retirement, etc.) so that judgments can be based upon information which is sufficiently detailed to permit a reliable analysis and evaluation.

d) In the event that, following the submission of the fact finding commission to the Board of Governors, the Board declares a state of financial exigency, there should be provision for the further submission to binding

arbitration either by the Board or the faculty association of any question still in dispute either as to the validity of the declaration or its scope.

e) Only when the academic staff association or union and the Board of Governors have agreed on the existence of a financial exigency, or an arbitration award has declared that state, should it be permissible for the negotiated criteria and procedures to be invoked (see clause 3) and then only in accord with the specifications in 4 (e) (i) to 4 (iv) below.

(i) If the financial exigency agreement stipulates academic criteria rather than, for example, seniority, the senior academic body should establish the academic priorities for determining which major academic units shall be subject to reduction. When priorities have been established by the senior academic body, a commission jointly named by the faculty association and by the board of governors whose chairman should be drawn from outside the university should then determine the number and distribution of faculty members to be laid off³. The committee should determine procedures for conducting its work, except that all decisions should be made by a majority of members voting. The committee's procedures should include provisions for academic units to argue their cases and may provide for appeal to the senior academic body. The layoff of academic staff for financial reasons must not cancel or supersede the provisions that have been developed for the protection of the academic freedom of untenured as well as tenured academic staff.

(ii) Where academic priorities govern layoffs, the identification of individuals to be laid-off should remain at the initiative of the department and should be made according to appropriate academic criteria on fair and non-discriminatory bases in accordance with previously agreed procedures and criteria. Recommendations should be made by a standing or ad hoc departmental committee following full consultation with all members of the department. Fair and equitable procedures should be available for use when a department reports to a Dean that it is unable to make recommendations on those academic staff members who should be terminated. Such procedures might include the appointment of a mutually agreeable committee from the same discipline from outside the university to undertake the departmental review and to make binding or non-binding recommendations.

(iii) Groups and individuals subject to layoffs under these circumstances should always have the right to appeal their designation on the grounds of bias, prejudice or failure to follow the procedures, under procedures similar to those established for the appeal of tenure and dismissal decisions at the university provided such appeals allow for arbitration. This should not include the right to challenge the validity of the exigency. This right should devolve on the faculty association or union. A negative decision on appeal should not prejudice an academic staff member's right to recall as described in B.4.

(iv) In the application of any criteria for layoffs, efforts should be made to maintain the academic viability of affected university units.

B. Individual academic staff members subject to layoff should enjoy the following rights, and collective agreements and faculty handbooks should incorporate these rights.

1. The university should be required to notify individual academic staff members in writing of their impending layoff as soon as possible, and in no case less than a specified minimum interval (at least eighteen (18) months) prior to the date of layoff.

2. Prior to implementing any layoff, the university should be required to make every reasonable effort to secure positions elsewhere in the university for academic staff members affected, including administrative positions. Individuals who accept such alternative employment should retain all pre-existing employment rights, including credit for sabbaticals, salaries, pension credits, etc. Individuals who accept such alternate employment should also have reasonable opportunity to retrain for their new duties. Universities should be prepared to pay tuition where appropriate. Every effort should be made to encourage leaves of absence, early retirement, and to examine the extent to which part-time or short-term appointments should be discontinued or retained.

3. Academic staff members who are laid-off under the provisions of this section should receive a written notice of the reasons for their layoff from the university.

4. There should be a freeze on all academic appointments until the procedures laid down in the financial exigency agreement between the faculty association and the board of governors have been completed except that those designated for layoff or termination may be offered any posts vacated by resignation, death or other cause, subject to the provision in 4 (e) (i) above. Laid-off academic staff members should have, for at least five years, the right of first refusal for any post in their department unless the university administration can demonstrate before an arbitrator that the post is so specialized that it cannot be filled by the candidate or by a rearrangement of the duties of other members of the same faculty. In addition the academic staff member should have the right of first refusal for any other vacant post in the university for which he/she is qualified. Individuals who receive offers of employment under this provision should have an adequate period of time to accept any offer and up to one (1) year to terminate alternative employment and take up the position offered. Individuals who reject a position offered for which they are qualified may be considered to have forfeited further rights accorded laid-off academic staff members. When an individual returns to work in an area other than his original discipline he retains full right of first refusal for any opening in his original discipline. There should be a freeze on the creation of new administrative posts for the same period, and the administration, when filling existing posts, should be required to demonstrate that no laid-off member of the academic staff has the necessary qualifications or can reasonably be retrained for the job before offering the post to someone who has not been laid-off.

5. Laid-off academic staff members should enjoy full access to scholarly facilities, including office and laboratory space, library and computer services where possible, until alternative academic employment is secured or for five (5) years, whichever is the less. They, their spouses, and their dependants should receive tuition waivers for any courses taken at their university during that period.

6. In addition to other allowances, academic staff members who receive notice of layoff should have the option of receiving their accumulated sabbatical entitlement in the form of paid leave on a pro-rata basis, commencing on the date when their layoff would normally begin. Except as otherwise provided in this section, academic staff members on paid leave in lieu of sabbatical entitlement should enjoy all protections accorded other laid-off academic staff members.

7. Academic staff members who receive notice of layoff should receive an adequate allowance calculated on the basis of one (1) month's salary for each year of service in the university in an academic rank. Tenured academic staff members should receive an additional six (6) months' payment to compensate for the interruption of their full-time status as tenured faculty members. In any event, the total payments for all tenured staff should be at least one (1) year's salary. All payments under this paragraph should be based on the individual's total salary including the university's contributions to pension and other benefit plans for his final academic year of service at the university. In no case shall the number of months' salary paid under the paragraph exceed the time remaining until the normal retirement age for an academic staff member. In addition, individuals who are laid-off should retain pension and insurance (life, medical, dental, disability) coverage at the university's expense until they have secured alternative full-time employment. Academic staff members on layoff who are subsequently recalled shall repay any portion of this allowance which exceeds the salary they would have received had they continued to occupy their normal academic staff position. Academic staff members who have received the stipulated allowance once and who are laid-off a second time shall receive the stipulated allowance minus any net amount received as a consequence of the first layoff.

8. All grievances arising out of the procedures described in Section B herein should be subject to binding arbitration.

9. Layoffs should not be treated or recorded as dismissals for cause.

As approved by Council, May 1978.

Notes

1. These Guidelines are not concerned with the procedures which should be used when a university programme or administrative unit is to be terminated or phased-out for academic reasons. Guidelines on this matter are yet to be prepared.
2. It is not advisable that any voting member of the university budget committee be official representatives of the faculty association or union.
3. The faculty association should not appoint one of its officers to his commission.

Model clause on outside professional activities

The nature of the professional competence of many employees affords opportunities for the exercise of that competence outside the employee's regular university duties, on both remunerative and non-remunerative bases. Recognizing that such professional activities can bring benefits to and enhance the reputation of the university and the capacity of employees, the employer agrees that employees have the right to engage in part-time professional activities, paid or unpaid, including participation in their professional associations, faculty associations, CAUT, and / or learned societies, provided that such activities are in reasonable balance with their obligations, duties and responsibilities to the university as defined in this collective agreement, and subject to the following conditions:

- (a) Employees shall, upon written request, make available to their Dean / Director of Libraries (or designate) information on the nature and scope of related professional activities of a substantial nature;
- (b) When an employee's outside activities involve the use of the university's facilities, supplies or services, permission for their use shall be provided by the appropriate university administrator and shall be paid for at the prevailing rate, unless the university administrator agrees in writing to waive all or part of the fee(s).
- (c) The name of the university shall not be used in any related professional activity unless agreed in writing by the appropriate university administrator, although nothing shall prevent the employee from stating the nature and place of his employment, rank and titles in connection with related professional activities, provided that he / she shall not purport to represent the University or speak for it, or to have its approval unless that approval has been given in writing.

Note:

- (1) Interference with normal academic

duties and unethical behaviour are dealt with in the phrase above: "provided that such activities are in reasonable balance with their obligations, duties and responsibilities as defined in this collective agreement". This presupposes an article on ethics (rights and responsibilities) — see CAUT clause finder on codes of ethics (rights and responsibilities). If there is no such code or article on rights and responsibilities, this wording may have to be changed somewhat. A suggested wording would be: "provided that such activities are in reasonable balance with their normal academic duties and responsibilities".

- (2) The collective agreement should not explicitly or implicitly prohibit the results of paid consulting from the definitions of research or scholarly activity for the purpose of promotion, merit, tenure and the like. Rather research papers produced in the course of consulting which are reproduced in whole or in part in refereed journals should be given full weight pursuant to the normal procedures. However, if it is based on the academic judgements of the faculty members involved, an acceptable scheme might be to assign a lesser weighting to consulting which is purely routine in nature and / or of little value in advancing the individual's academic competence.
- (3) The requirement to pay for the use of University facilities and supplies in paragraph (b) of the suggested clause is reasonable, particularly with respect to paid consulting. The door should be left open however for universities to waive payment where the work is unpaid and of value to the community.

N.B. This Model Clause was approved in principle by the CAUT Board in March 1978.

A complete Clause Finder on Outside Professional Activities, including commentary and supporting documentation, is available on request from CAUT Central Office in Ottawa.
Un compendium complet des clauses sur les activités professionnelles extérieures incluant le commentaire et la documentation auxiliaire est disponible sur demande du bureau central de l'ACPU à Ottawa et des bureaux des associations locales.

Proposed model clause on Anti-Discrimination for collective agreements and faculty handbooks

The parties agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee in regard to salaries, rank, appointment, promotion, tenure, permanency*, reappointment, sabbatical, fringe benefits, or any other terms and conditions of employment by reason of age (except for retirement as provided for in this Collective Agreement), race, creed, colour, national origin, political or religious affiliation or belief, sex, sexual orientation, marital status, family relationship, personal life style, clerical or lay status, physical handicap (except where the handicap would clearly prevent the carrying out of the required duties), membership or activity in the Association. The parties agree, however, that no member of the bargaining unit or person acting as an officer of the university shall take part in formal discussions or vote with regard to the determination of any term or condition of employment of a member of his / her immediate family.

*or whatever term is used to describe permanency for librarians.

Note: (to be included with the model clause)

If a collective agreement entrenches existing procedures for dealing with renewal, promotion, tenure, etc., there should be a clause to state that any complaint of discrimination or violation of academic freedom should be subject to the grievance and arbitration proceedings of the contract and that the arbitrator should be free to rule on substantive as well as procedural issues. In no cases should allegations of discrimination or violation of academic freedom be referred back to the committee or individuals who made the original judgment.

Proposed model clause on Academic Freedom for collective agreements and faculty handbooks

The common good of society depends upon the search for knowledge and its free exposition. Academic freedom in universities is essential to both these purposes in the teaching function of the university as well as in its scholarship and research. Academic staff shall not be hindered or impeded in any way by the university from exercising their legal rights as citizens, nor shall they suffer any penalties because of the exercise of such legal rights. Academic staff are entitled, regardless of prescribed doctrine, to freedom in carrying out research and in publishing the results thereof, freedom of teaching and of discussion, freedom to criticize the university and the faculty association, and freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge.

VACANCIES . POSTES VACANTS

ADMINISTRATION

UNIVERSITY OF GUELPH. Department of Food Science. Applications are invited for the position of Chairman of

the Department of Food Science at the University of Guelph, effective May 1, 1979. The department is one of eleven administrative units in the Ontario Agricultural College and has close

working relationships with these units. Within the department, there are currently eleven faculty members and a total staff of nine. The department is responsible for two undergraduate programs - Food Science and Dairy Science, with 125 students currently enrolled. In addition, there are 15 graduate students. The department is equipped with good research and teaching facilities as well as an excellent pilot plant. Applicants must have a Ph.D. in Food Science or a field related directly to Food Science, an established record of scholarly achievement and demonstrated administrative ability. The applicant must have an appreciation for the relationship between basic and applied Food Science and will be expected to work closely with the Food Industry. The closing date for applications is December 1, 1978. They should include a curriculum vitae and the names and addresses of three persons who can be contacted for reference and should be mailed to: Dr. A. Gordon Ball, Chairman of Selection Committee, Dean's Office, O.A.C., University of Guelph, Guelph, Ontario, Canada. N1G 2W1. Appointment is subject to final budgetary approval.

qualifications et l'expérience. Adressez la demande à Raymond A. Duchesne, Service de Counselling de l'Université d'Ottawa, 35 rue Copernicus, Université d'Ottawa, Ottawa, Ontario, K1N-6N5.

UNIVERSITY OF OTTAWA. Counselling Service. University of Ottawa Counselling Service requires a bilingual (French & English) doctoral level counsellor. Main functions are the individual and group educational, career and personal counselling of students. Salary according to qualifications and experience. Send curriculum to Raymond A. Duchesne, University Counselling Service, 35 Copernicus Street, University of Ottawa, Ottawa, Ontario, K1N-6N5.

UNIVERSITY OF OTTAWA. School of Human Kinetics. Nominations and applications are invited for the position of Director of the School of Human Kinetics, who will also be an Associate Dean of the Faculty of Health Sciences. The Director exercises academic leadership in the School which currently consists of 450 students and a full-time faculty of 35. It offers a four-year undergraduate program and graduate studies to the M.Sc. level. Candidates should have experience in academic administration and a substantial record of accomplishment in teaching and scholarship. The ability to understand and speak french is desirable. Salary to be negotiated. Appointment effective September 1, 1978, for a five-year term. Written nominations or applications for the position, accompanied by a curriculum vitae, should be forwarded before Sept. 30, 1978, to: The Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario K1N 6N5.

UNIVERSITÉ D'OTTAWA. Sciences de l'activité physique. L'université d'Ottawa sollicite des candidatures au poste de directeur de l'Ecole des sciences de l'activité physique. Cette personne devient aussi doyen associé de la Faculté des sciences de la santé. Le directeur administre une Ecole qui se compose de 450 étudiants et de 35 professeurs. On y offre des cours au niveau sous-gradué d'une durée de quatre ans. Au niveau gradué les cours se limitent à la maîtrise. Le candidat doit être versé dans les questions d'administration académique et celles de l'enseignement. Le bilinguisme serait un atout. Le salaire est à négocier. L'élu entrera en fonction le premier septembre 1978, pour une période de cinq ans. Accompagner chaque demande écrite d'un curriculum vitae et la faire parvenir, avant le 30, Sept. 1978, à l'adresse suivante: Le doyen Faculté des sciences de la santé, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

SAINT MARY'S UNIVERSITY. Marketing Department: Applications are invited for the position of Chairman of the Department of Marketing for a three year (renewable) term beginning September, 1979. Graduate and undergraduate teaching and research. Rank and salary open. Doctorate preferred. Contact: Dean Samuel H. Jopling, Chairman, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Tel: (902) 422-7631.

ST. MICHAEL'S COLLEGE UNIVERSITY OF TORONTO. Christian Culture. 1. Applications invited for appointment as Director of new undergraduate programme. Rank open. 2. Ph.D. in Comparative Literature. 3. Experience in curriculum development and in teaching the classics of Christian Literature. 4. Director will be responsible for development of programme, liaison with other departments, co-ordination of courses and counselling of students. 5. French / English bilinguality necessary. 6. Salary negotiable. 7. President, University of St. Michael's College. 8. Post to begin January 1, 1979. 9. October 1, 1978.

UNIVERSITY OF BRITISH COLUMBIA. School of Nursing. The University of British Columbia School of

The University of British Columbia

Applications and nominations are invited for the position of:

DEAN OF SCIENCE

The appointment will be effective July 1, 1979 or as soon as possible thereafter, and is for a term of 6 years, renewable at the pleasure of the Board of Governors on the recommendation of the President.

The Dean is responsible for administering a Faculty of nine departments and 350 full-time faculty members. The departments comprise Botany, Chemistry, Computer Science, Geological Sciences, Geophysics and Astronomy, Mathematics, Microbiology, Physics, and Zoology; and are responsible for education at the undergraduate and graduate level, with both Masters and Doctoral programs.

The University wishes to receive names of candidates, with administrative experience, who have established reputations within the areas represented in the Faculty. Applications should be received by November 30, 1978.

The University offers equal opportunity for employment to qualified male and female candidates.

Applications and nominations will be treated in confidence and should be sent to:

Dr. Harold Copp
Chairman, President's Selection Committee
for the Dean of Science
Medical Science Bldg. A, Room 211
The University of British Columbia
2075 Westbrook Mall, Vancouver, B.C.
Canada V6T 1W5

MCGILL UNIVERSITY. Jewish Teacher Training Program. Jewish Studies Program and Faculty of Education. Applications are invited for the position of Director, Jewish Teacher Training Program. Advanced degrees in both Jewish Studies and Education are required, with Ph.D. in at least one area. The appointee will be expected to teach, supervise practice teaching, direct and co-ordinate the Program, recruit, do liaison work with local Jewish Schools, the Jewish Education Resource Centre, and supporting organizations. Rank, salary, and terms of contract to be determined. Application should include curriculum vitae and names of 3 referees. Apply to Ruth Wisse, Jewish Studies Program, McGill University, 3511 Peel Street, Montreal, Quebec. H3A 1W7.

UNIVERSITÉ D'OTTAWA. Le Service de Counselling. Le Service de Counselling de l'Université d'Ottawa cherche présentement un conseiller professionnel bilingue (français & anglais), au niveau du doctorat. Les responsabilités principales sont le counselling éducationnel, personnel, individuel et en groupe, et l'orientation scolaire et professionnel des étudiants. Traitement selon les

SAINT MARY'S UNIVERSITY

Invites applications, or nominations, for the position of

PRESIDENT

to take office July 1, 1979

Saint Mary's is a co-educational University which offers programs at the graduate and undergraduate levels. There are approximately 2500 full-time students and 2500 part-time students and a Faculty of 175.

The salary and terms of office of the President are negotiable.

Nominations for the position or written applications, accompanied by a resumé, will be received until a selection is made, and should be sent to:

Dr. Michael MacMillan, Secretary
Presidential Search Committee
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3

Nursing is seeking a Director of Continuing Education in Nursing for Fall 1979. Candidates must be nurses with a minimum of a Master's degree and education and/or experience in the area of continuing education. Salary dependent upon experience and qualifications. Apply to: Dr. Marilyn Willman, Director, School of Nursing, The University of British Columbia, 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5.

HOSPITAL FOR SICK CHILDREN. Paediatric Neurology. Division of Paediatric Neurology seeks an additional Academic Paediatric Neurologist with expertise in neonatal neurology, in neuropathology including muscle histochemistry and in electroencephalography. Effective as soon as possible - by January 1, 1979. Contact Professor David H. Carver, M.D., Department of Paediatrics Hospital for Sick Children, Toronto, Ont.

UNIVERSITY OF WESTERN ONTARIO. Department of Classical Studies. Nominations and applications are invited for the position of Chairman of the Department of Classical Studies, Faculty of Arts, effective July 1, 1979. A Senate Selection Committee recommends an appointment for a three to five year term, renewable. This position is subject to the availability of funds. Nominations and applications should be sent to the Chairman of the Selection Committee, Dr. J.G. Rowe, Dean, Faculty of Arts, University College, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for submissions is October 15th, 1978.

UNIVERSITY OF WESTERN ONTARIO. Department of English. Nominations and applications are invited for the position of Chairman of the Department of English, Faculty of Arts, effective July 1, 1979. A Senate Selection Committee recommends an appointment for a three to five-year term, renewable. This position is subject to the availability of funds. Nominations and applications should be sent to the Chairman of the Selection Committee, Dr. J.G. Rowe, Dean, Faculty of Arts, University College, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for submissions is October 15th, 1978.

UNIVERSITY OF WESTERN ONTARIO. Department of Spanish and Italian. Nominations and applications are invited for the position of Chairman of the Department of Spanish and Italian, Faculty of Arts, effective July 1, 1979. A Senate Selection Committee recommends an appointment for a three to five-year term renewable. This position is subject to the availability of funds. Nominations and applications should be sent to the Chairman of the Selection Committee, Dr. J.G. Rowe, Dean, Faculty of Arts, University College, The University of Western Ontario, London, Ontario, N6A 3K7. The deadline for submissions is October 15th, 1978.

WILFRID LAURIER UNIVERSITY. Department of Psychology. The Psychology Department wishes to appoint a senior person to be Department Chairman and Director of M.A. Social-Community program effective January 1, 1979, or later. Applicants should have strong research credentials, applied experience as well as administrative experience. It is highly probable that additional appointments in Community Psychology will also be made. Curriculum vitae and three letters of reference should be sent to: Dr. Mary Kay Lane, Chairman, Psychology Department, Wilfrid Laurier University, Waterloo, Ontario.

ACCOUNTING

SAINT MARY'S UNIVERSITY. Accounting Department. Applications invited for faculty positions open in September 1, 1979. Graduate and undergraduate teaching and research. Rank and salary open. Doctorate or near completion required. Contact: Chairperson, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Tel: (902) 422-7331.

ANTHROPOLOGY

SAINT MARY'S UNIVERSITY. Department of Anthropology. Department of Anthropology announces one or

two-year replacement position in archaeology (assistant professor). Ph.D. is preferred. Applications invited for 1979-80, 1980-81 or both. Should be prepared to teach World Prehistory, Method and Theory in Archaeology and one or more courses in area of specialization. Opportunity to teach summer field courses. Send vita and names of references to Search Committee, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3. Materials must be received no later than January 15, 1979.

ART EDUCATION

UNIVERSITY OF LETHBRIDGE. Department of Art Education. 1. Rank and salary dependent upon university and school experience. 2. Experienced in working with elementary and secondary school students in the field of Art. Demonstrated teaching excellence. Personal competence and teaching experience in art. Expertise in Drawing and/or Basic two and three Dimensional Design. 3. Prepared to work specifically with University art majors preparing themselves for teaching in the school system and offer appropriate courses. Prepared to provide inservice training and workshops for teachers in the local school system. Prepared to supervise student teachers. 4. 1978/79 range as follows. Salary scale floors: Assistant - \$19,283.; Associate \$24,691.; Full Professor - \$32,027. (1979/80 range under negotiation). 5. Letter of application, full curriculum vitae and names of three references to be sent to R.N. Anderson, Dean, Faculty of Education, University of Lethbridge, Lethbridge, Alberta. 6. Effective date of appointment: July 1, 1979. Closing date of applications: December 1, 1978.

BIOCHEMISTRY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Biochemistry. Applications are invited, with two letters of reference, for the position of Postdoctoral Fellow to work on the control of glycoprotein synthesis and the role of isoprenoids effective October 1, 1978, under the terms of the MRC of Canada. Salary is \$11,600. Write to Dr. S. Mookerjee, Professor and Head, Department of Biochemistry, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X9, Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Biochemistry. Applications are invited for a joint faculty position (Assistant or Associate Professor) in the Departments of Biochemistry / Biology, available July 1, 1979, or as soon as possible thereafter, with teaching responsibilities in Food Micro-biology and Introductory Microbiology. Applications will be especially welcome from individuals with experience or interest in marine foods. Candidates should submit a full curriculum vitae and the names of three referees to: Chairman, Food Microbiologist Search Committee, Department of Biochemistry, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X9. (Position subject to availability of funds.)

UNIVERSITY OF OTTAWA. Department of Biochemistry. Position available in clinical nutrition. Assistant or Associate professor to teach and establish Research in clinical nutrition, M.D. and research background required; specialty qualification in appropriate area desirable, primary appointment in the new nutrition and dietetics programme of the department of biochemistry (a joint department of the faculties of medicine and of science and engineering) with possible cross-appointment to an appropriate clinical department. Apply to: Dr. J. Himms-Hagen, chairman, Department of Biochemistry, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario, K1N 9A9.

BIOLOGY

UNIVERSITY OF OTTAWA. Department of Biology. Post-doctoral positions: Three are available. 1) Microtubule self-assembly (Dr. D.L. Brown). 2) Molecular biology of lymphocytes activation: membranes and/or RNA - protein synthesis (Dr. J.G. Kaplan). 3) Microtubules - microfilaments in stimulated lymphocytes (Joint sponsorship of D.L. Brown and J.G. Kaplan).

Applications including C.V. and the names and addresses of two referees to Dr. J.G. Kaplan, Department of Biology, University of Ottawa, Ottawa K1N 6N5 Canada.

BUSINESS ADMINISTRATION AND COMMERCE

UNIVERSITY OF ALBERTA. Business Administration and Commerce. Applications are invited from individuals who would be interested in a visiting appointment in the Faculty of Commerce, University of Nairobi, Nairobi, Kenya. Successful candidate will assume a leadership and training role in developing an indigenous faculty and will hold a Ph.D. with extensive teaching and research experience. Teaching and research interests should be in the areas of Finance, Management Science or Organizational Behavior. Overseas experience would be an advantage. Remuneration will be at the level of current Canadian salary, plus overseas allowance, housing, education allowance, return transportation, shipment of personal effects and storage of goods left in Canada. Apply in writing to Dr. John L. Brown, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta T6G 2G1. The University of Alberta is an equal opportunity employer.

CARLETON UNIVERSITY. School of Commerce. Applications are invited for Assistant / Associate rank in the following areas of interest: (i) Organizational Behaviour, (ii) Operations Management, (iii) Policy, (iv) Marketing, (v) Finance, (vi) Quantitative Methods, (vii) Systems Analysis / Data Processing. Preference will be given to candidates with combined areas of interest. Appointment effective January 1, 1979 or later; salary is negotiable. Qualifications required: Ph.D. (Appointments may be considered in exceptional circumstances for individuals who wish to consider academic experience before embarking on a Ph.D. program.) Applications should be sent to J. B. Waugh, Director, School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Commerce. Opening at Assistant or Associate Professor level starting July 1, 1979. Qualifications: strong interest in research and teaching of statistics in business administration environment. Skill in co-operating with faculty and students on statistical aspects of research in various areas of business administration. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. Vitae to: Dean, Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, B.C. V6T 1W5.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Commerce and Business

Administration. Applications are invited at various ranks in all areas including Accounting, Finance, Law, Marketing and Policy Analysis. Qualifications required are a genuine interest in undergraduate teaching, a strong research orientation, and an ability to supervise doctoral candidates. Salary and rank will be commensurate with the applicant's qualifications and experience. The positions are open to both male and female applicants. Enquiries should include a curriculum vitae and the names of three referees and should be sent to: The Dean, Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, B.C. V6T 1W5.

BOTANY

UNIVERSITY OF GUELPH. Department of Botany and Genetics. Instructor in botany. (Contractually Limited Appointment - 1 year, Renewable). Applicants should have a graduate degree in Botany. The successful candidate will teach a portion of an existing introductory Botany course, with particular emphasis on plant physiology, and will be involved in other introductory courses in plant science. Position subject to final budgetary approval. Position available until suitable applicant is found. Apply to: Professor R. F. Horton, Chairman, Selection Committee, Department of Botany and Genetics, University of Guelph, Guelph, Ontario N1G 2W1.

CHEMISTRY

MCGILL UNIVERSITY. MACDONALD COLLEGE. Dept. of Agricultural Chemistry and Physics. Applications are invited for the position of Assistant Professor in the Department of Agricultural Chemistry and Physics, Macdonald College, McGill University, to teach Analytical Chemistry. Applicants should hold a doctoral degree. Preference will be given to applicants with post-graduate training in the field of Agricultural Chemistry. The successful candidate will be expected to establish a research program, and to direct graduate students in Agricultural Chemistry and preferably in the area of Pesticide Chemistry. The appointment can be made immediately. Salary will be commensurate with training and experience. Applications, including curriculum vitae, and the names of at least three referees should be sent to Dr. M.A. Fanous, Chairman, Department of Agricultural Chemistry and Physics, Macdonald College, P.Q. Canada, HOA 1C0.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Chemistry. Postdoctoral position. Department of chemistry. Total synthesis of terpenes and marine natural products with Drs. B. Gregory and J. F. Kingston. Available immediately, stipend based on

THE UNIVERSITY OF CALGARY

requires a

CHIEF OFFICER, STUDENT HEALTH SERVICES

Applicants should be experienced physicians interested in the medical problems of the 18- to 24-year-old group with ability as administrators and preferably with experience in a health services unit.

Responsibilities will include general supervision and administration of a well-staffed clinic and infirmary. The appointee will answer to the Director of Student Personnel Services. Salary negotiable. Appointment to commence not later than May 1, 1979. Applications including the names of at least three referees and complete curriculum vitae should be received by October 4, 1978 by the

Director
Student Personnel Services
The University of Calgary
2920 - 24 Avenue N.W.
Calgary, Alberta T2N 1N4



NSERC Canada rates. Send resumé and arrange for three letters of reference to: Dr. Alex G. Fallis, Department of Chemistry, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X7.

UNIVERSITY OF NEW BRUNSWICK. Department of Chemistry. Postdoctoral fellow studies of gas phase ion-molecule reactions by ion cyclotron resonance spectroscopy. Stipend from \$10,800 to \$11,100. Send curriculum vitae and arrange for two letters of reference to be sent to: T. B. McMahon, Department of Chemistry, University of New Brunswick, P.O. Box 4400 Fredericton, N.B. Canada E3B 5A3.

QUEEN'S UNIVERSITY. Department of Chemistry. Postdoctoral Fellowship position in the area of physical organic / bio-organic chemistry. Project, sponsored under the NRC Environmental Toxicology Program, will involve research on the toxicity mechanisms of heavy metal organic derivatives. Experience with a variety of spectroscopic techniques including FT NMR a decided advantage. Stipend \$10,800 to \$11,000 per year. Starting date: Fall / Winter 1978. Send applications, including curriculum vitae and the names of three referees, to Dr. E. Buncel and Dr. A.R. Norris, Department of Chemistry, Queen's University, Kingston, Ontario.

UNIVERSITY OF SASKATCHEWAN. Dept. of Chemistry and Chemical Engineering. Postdoctoral fellow. A postdoctoral position is available in the area of computational fluid mechanics. The work involves Studies of turbulent flows in channels and free-surface laminar flows. Experience in fluid mechanics and computational methods is required. The position carries a stipend at NRC rates. Applications, including the names of three referees may be addressed to: Dr. M.N. Esmail, Department of Chemistry & Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0 Canada.

UNIVERSITY OF TORONTO. Dept. of Chemistry. Postdoctoral Fellowship. Dynamics of simple gas phase reactions yielding electronically excited products. Techniques include molecular beams, spectroscopic (chemiluminescence) detection and laser methods. Stipend: \$10,000 - \$11,000 negotiable. Send resumé and two letters of reference to: Dr. M. Menzinger, Department of Chemistry, University of Toronto, Toronto, Ontario M5S 1A1.

THE UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral research positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in the following fields: Bioorganic and bioinorganic chemistry, including enzyme catalysis, properties of biological membranes, microbe studies, biopolymers. Structural and synthetic organic chemistry, natural products, organometallic chemistry. Physical organic chemistry, including fast reactions in solutions, carbonium ion and free radical chemistry. Polymer chemistry, synthesis and photochemistry. Analytical chemistry, and applications to environmental problems. Inorganic chemistry, synthesis, structure and reaction mechanisms, catalysis. Quantum chemistry; computer simulation of synthetic pathways. Photochemistry, organic and inorganic. Surface chemistry via ellipsometry and resonance raman studies, matrix isolation spectroscopy. Reaction dynamics and molecular energy transfer studied with chemical lasers, molecular beams, shock tubes, dye laser spectroscopy, mass spectrometry. Theoretical studies on reaction dynamics and ergodicity. Picosecond laser spectroscopy and photophysics. Non-linear laser spectroscopy, coherence phenomena. NMR studies of molecular motion and structure. X-ray diffraction studies. Statistical mechanics of dense fluids, polymer chains, phase transitions, structure of liquids, chemical kinetics. Stipend for the first year will be \$11,000 minimum (depending on qualifications and experience), with the possibility of a one year renewal. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor K. Yates, Chairman Department of Chemistry, University of Toronto, Toronto, Ontario M5S 1A1 Canada.

UNIVERSITY OF TORONTO. Dept. of Chemistry. Postdoctoral positions

available in September for research in inorganic chemistry at the University of Toronto. General area is reactivity, dynamics and structure of low-valent, electron-rich complexes of group IV, V and VI metals. Submit curriculum vitae and three recommendation letters to Professor S. S. Wreford-present address Department of Chemistry, Harvard University, Cambridge, MA 02138, U.S.A.

CLINICAL STUDIES

UNIVERSITY OF GUELPH. Department of Clinical Studies. Applications and nominations are invited for the above position which will fall vacant on July 1, 1979. The Department embraces the clinical disciplines of medicine, surgery, reproduction and obstetrics, radiology and anesthesiology. The Chairman also has the overall responsibility for the operation of the teaching hospital and its associated ambulatory clinic. Candidate should possess the D.V.M. degree or equivalent, and have advanced training to the Ph.D. level or board certification. Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.

UNIVERSITY OF GUELPH. Department of Clinical Studies Ontario Veterinary College. A position in Small Animal Surgery is available in the Department of Clinical Studies, Ontario Veterinary College, University of Guelph. Competence in general surgery of all species of small animals will be required of the successful applicant. The main duties of the applicant will be to teach Small Animal Surgery at the Undergraduate and Graduate level and to participate as a clinician in the Veterinary Teaching Hospital. The applicant must be eligible for licensure in the Province of Ontario. Advanced degree, teaching experience and Board certification or eligibility for Board certification would be desirable. Academic rank and salary will be commensurate with experience and qualifications. Positions are subject to final budgetary approval. Enquiries regarding the position can be made to: Dr. C.K. Roe, Acting Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph.

DENTISTRY

UNIVERSITY OF TORONTO. Faculty of Dentistry, Department of Biologic Sciences. Applications are invited for a postdoctoral research position in microbiology/immunology to study the chemical and antigenic specificity of attachment-related bacterial surface appendages (fimbriae). A stipend will be provided through grant funds awarded by the Medical Research Council. Candidates should hold a Ph.D. degree in either microbiology, immunology, or biochemistry, and be no further than 2 years past the date of receiving their degrees. Persons with M.D., D.D.S., or D.V.M. degrees, having sound research experience in any of the above fields will also be considered. Please address all inquiries and curricula vitae to: Dr. Richard P. Ellen, University of Toronto, Faculty of Dentistry, 124 Edward Street, Toronto M5G 1G6.

ECONOMICS

ACADIA UNIVERSITY. Department of Economics. Applications are invited for an appointment as Lecturer, Assistant Professor or Associate Professor, the rank depending upon the qualifications and experience of the appointee. Completion or near completion of the Ph.D degree is required. For a well experienced person a multi-year appointment is possible. For a less experienced person, an eight month sessional appointment is foreseen, with the possibility of further employment thereafter. Salary will be negotiable, and in accordance with experience; the appointment will date from 1 October 1978. Applications should be sent to Dr. S.M. Tugwell, Department of Economics, Acadia University, Wolfville, Nova Scotia, B0P 1X0, Canada.

THE UNIVERSITY OF CALGARY. Department of Economics. Applications are invited for several positions in the Department of Economics in the areas of theory, quantitative methods, resource and regional economics. All other

specialties will be considered. Salary and rank open and competitive. Please send curriculum vitae and names of three referees to Dr. D.L. McLachlan, Professor and Head, Department of Economics, The University of Calgary, Calgary, Alberta, T2N 1N4.

SAINT MARY'S UNIVERSITY. Economics Department. Applications invited for faculty positions open in September, 1979. Graduate and undergraduate teaching and research. Rank and salary open. Doctorate or near completion required. Contact: Dr. Kenneth Chan, Chairman. Department of Economics, Saint Mary's University Halifax, Nova Scotia B3H 3C3. Tel: (902) 422-7331.

EDUCATIONAL PSYCHOLOGY

THE UNIVERSITY OF CALGARY. Faculty of Education. Department of Educational Psychology. There is a vacancy for an Assistant / Associate Professor to develop a joint program between The University of Calgary and The Division of Services for the Handicapped of the Provincial Government. This program has two major components. 1. The development of undergraduate and graduate courses in the field of behavioral disturbance in the mentally handicapped. 2. Provision of consultant services to agencies and parents who are faced with training clients in the above category. The position will be in the Division of school and Community Psychology in the Department of Educational Psychology for a period of two years in the first instance. Ideally the person appointed will have: 1. At least a Masters Degree in Psychology, Special Education, or an allied area. 2. Considerable practical experience in developing and running programs for the developmentally handicapped. Knowledge of behavioral programs and their employment with children and adults is desirable. 3. Teaching experience at a University or College level. Other related experience will be taken into consideration. 4. An ability to work in a multidisciplinary team involving personnel from university, government and private agencies. Since this is a new position the person appointed will be required to develop innovative programs in collaboration with his colleagues and demonstrate the techniques being taught by demonstration within the community. It should be noted that the university is proposing a new program in the field of developmental handicap and if this matures the advertised position will form part of the new program. Further information and enquiries should be sent to Dr. R. F. Lawson, Dean, Faculty of Education, The University of Calgary, Calgary, Alberta, Canada, T2N 1N4. Applications should include a detailed curriculum vitae and the names and addresses of three referees.

EDUCATION

THE UNIVERSITY OF LETHBRIDGE. Faculty of Education. 1. Position in Early Childhood Education. Rank open. Salary dependent upon university and school experience. 2. Expertise in Curriculum & Instruction for Early Childhood Education. Supporting expertise in Reading. Some background in Educational Psychology desirable but not mandatory. Demonstrated teaching excellence at the Early Childhood level required and at the university level desired. 3. To offer courses in Curriculum & Instruction for Early Childhood Education to students preparing to teach in kindergartens or elementary grades. To teach an introductory course in Reading. To supervise student teachers and students in other phases of field experience. To offer in-service workshops for teachers and to consult with Early Childhood agencies in the geographic area. 4. 1977 - 78 salary range as follows: (1978-79 to be negotiated) Assistant, \$19,283 - \$24,686; Associate, \$24,691 - \$32,022; Professor, \$32,027... 5. Letter of application, full curriculum vitae and names of three referees to be sent to Dr. R. N. Anderson, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada. T1K 3M4. 6. July 1, 1979. 7. Closing date: January 15, 1979.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: Rank

open. Position in Counselling. Qualifications: Applicant must have experience in school counselling, or in the training and preparation of school counsellors. An interest in vocational and career counselling is highly desirable. Applicants with a behavioral orientation and who are familiar with the theory and practice of consultation are encouraged to apply. The successful applicant must be familiar with current research in the field and must be actively pursuing his / her own research interests. Duties: Teaching graduate and undergraduate counselling coursework, and possibly the supervision of counselling practica. Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and names of three referees to Dr. D. J. Chabassol, Chairman, Division of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Effective date: July 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: One year sessional or visiting appointment in Counselling. Qualifications: Applicant must have experience in school counselling, or in the training and preparation of school counsellors. Duties: Teaching undergraduate coursework in interpersonal skills, particularly, verbal communication. The appointee may, if qualified, be given the opportunity to teach some graduate coursework in school counselling. Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and names of three referees to Dr. D. J. Chabassol, Chairman, Division of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B. C. V8W 2Y2. Effective date: September 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: Rank open. Position in Educational Media. Qualifications: Advanced degree in Educational Media. Public school experience. Duties: Teaching courses in educational media at the undergraduate level; supervising student teaching; and coordinating some technical services. Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and names of three referees to Dr. R. D. Armstrong, Chairman, Division of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B. C. V8W 2Y2. Effective date: July 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: One year sessional appointment in Educational Psychology. Qualifications: Doctoral degree with emphasis in learning psychology. Duties: Teaching courses in introductory educational psychology. Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and names of three referees to Dr. D. J. Chabassol, Chairman, Division of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Effective date: September 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: Rank open. Qualifications: Doctoral degree or equivalent. Public school teaching, experience is essential. Duties: Teaching undergraduate work in Measurement and Evaluation for student teachers specializing in Kindergarten and Primary Education plus teaching in a related area. Approximately half time will be spent in each. Salary: Dependent upon qualifications and experience. Apply to: Full curriculum vitae and names of three referees to Dr. R. D. Armstrong, Chairman, Division of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Effective date: July 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: One year sessional, rank open. Position on Music Education. Qualifications: Doctoral degree preferred. Candidate should have experience and expertise in elementary music methods. Background in foun-

dations and / or group keyboard instruction desirable. Duties: Teaching undergraduate courses in music education; supervising student teaching. Salary: Dependent upon qualifications and experience. Apply to: Full curriculum vitae and names of three referees to Dr. F. E. Churchley, Chairman, Division of Art and Music, Faculty of Education, University of Victoria, P. O. Box 1700, Victoria, B.C. V8W 2Y2. Effective date: September 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: Rank open. Position in Special Education. Qualifications: Doctoral degree or equivalent with specific training and experience in either mental retardation or behaviour disorders. Duties: To teach courses and develop programmes at the undergraduate and graduate levels. Preference will be given to candidates with public school experience. Salary: Dependent upon qualifications and experience. Apply to: Full curriculum vitae and names of three referees to Dr. D. J. Chabassol, Chairman, Division of Psychological Foundations, Faculty of Education, University of Victoria, P. O. Box 1700, Victoria, B. C. V8W 2Y2. Effective date: July 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: One year sessional. Position in Physical Education. Qualifications: Preferably a doctoral degree in Physical Education with experience in public school teaching. Duties: Teaching courses in Physical Education in some or all of the following areas: Human Anatomy, Motor Development, Fitness and Conditioning, Elementary School Methods. Some supervision of school experiences may be required. Salary: Dependent upon qualifications and experience. Apply to: Full curriculum vitae and names of three referees to Dr. B. L. Howe, Chairman, Division of Physical Education, Faculty of Education, University of Victoria, P. O. Box 1700, Victoria, B. C. V8W 2Y2. Effective date: September 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: One year sessional or visiting appointment in Educational Administration. Qualifications: Doctoral degree in educational administration. Background in administration desirable. Duties: Teaching courses and developing programmes at the undergraduate and graduate levels, counselling and supervising graduate students. Field involvement will be expected. Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and names of three referees to Dr. R. D. Armstrong, Chairman, Division of Communication and Social Foundations, Faculty of Education, University of Victoria, P. O. Box 1700, Victoria, B. C. V8W 2Y2. Effective date: September 1, 1979. Closing date: December 1, 1978.

UNIVERSITY OF VICTORIA. Faculty of Education. 1. Rank open. Instructor in Social Studies Education. 2. Doctoral degree or equivalent with relevant school and university experience. Competence in elementary social studies and secondary geography. Anthropology base would be helpful. 3. Teaching in undergraduate programmes; supervision of school experiences; curriculum development and other in-service activities; participation in graduate programme. 4. Dependent upon qualifications and experience. 5. Full curriculum vitae and names of three referees to Dr. R. Fowler, Chairman, Division of Social and Natural Sciences, University of Victoria, Victoria, B.C. V8W 2Y2. 6. July 1, 1979. 7. January 1, 1979.

ELECTRON MICROSCOPY

McMASTER UNIVERSITY. Department of Metallurgy and Materials Science. There will be three research positions available at McMaster University in the area of quantitative electron microscopy commencing in 1979. These positions will be associated with the installation of a Scanning Transmission Electron Microscope facility at McMaster University early in 1979. Applications will be considered from candidates with a background in solid state physics or physical metallurgy and research experience in areas such as signal detection and processing, contrast theory of electron optical images and quantitative

X-ray analysis. Salary levels will be in the range \$12,000 to \$17,000 depending on experience. The positions are scheduled to commence in January 1979 and continue for a minimum period of two years. Applicants should forward a complete curriculum vitae and names of 2 references to either: Dr. J.D. Embury or Dr. G.R. Piercy, Department of Metallurgy & Materials Science, McMaster University, Hamilton, Ontario.

ENGINEERING

CARLETON UNIVERSITY. Department of Electrical Engineering. The Department of Systems Engineering and Computing Science has openings for preliminary, term, and visiting appointments at the assistant, associate, and full professor level for the academic year 1978-79. Duties will include teaching and research at the undergraduate and graduate levels in Digital Machine Architecture, Digital Systems, Microcomputers, Computer Communications and associated hardware and software. Some appointments are subject to the availability of funds. Applicants should be legally eligible to work in Canada for the period of the appointment. Letters of inquiry and application should be addressed to: Chairman, Department of Systems Engineering and Computing Science, Carleton University, Ottawa, Canada, K1S 5B6.

DALHOUSIE UNIVERSITY. Department of Engineering. 1. Assistant Professor. 2. Ph.D. preferred in electrical engineering of M.Sc. with appropriate industrial experience may be considered. 3. Teaching introductory classes in electrical circuits, physical electronics and electromagnetic theory. 4. Based on qualifications and experience. 5. Professor Everett N. Patterson, Department of Engineering, Dalhousie University, Halifax, N.S., B3H 3J5. 6. Open. 7. When appointment made.

UNIVERSITY OF GUELPH. Department of Agricultural Engineering. Applications are invited for the position Assistant Professor - Ph.D. in Agricultural Engineering specialization in agricultural mechanization (field and / or farmstead mechanization with interest in systems). Degrees in other areas of engineering will be considered. To teach undergraduate and graduate courses in general engineering and agricultural mechanization and to develop strong research programs in the latter area involving supervision of graduate students. Appointment will be on a probationary basis. Appointments are subject to final budgetary approval. Closing date for application is December 1, 1978. Applicants should have a good knowledge of Canadian agriculture and mechanization. Applications should include a curriculum vitae, and names and addresses of three professional references and be mailed to Dr. J. R. Ogilvie, Director, School of Engineering, University of Guelph, Ontario, N1G 2W1.

McGILL UNIVERSITY. Department of Mechanical Engineering. Applications are invited for appointments at the: Post-doctoral Research level, and Assistant Professor level, in the area of Solid-fluid interaction (Aeroelasticity, Hydroelasticity, Flow-induced vibration). The latter is a full-time tenure-track position. Candidate should (preferably) have earned doctorate in either Solid Mechanics or Fluid Mechanics and have experience and major teaching / research interests in the areas mentioned above. Salary - \$20,000 p.a. plus. Curriculum vitae should be submitted to: Prof. M.P. Paidoussis, The Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. West, Montreal, Quebec, H3A 2K6, Canada.

UNIVERSITY OF NEW BRUNSWICK. Department of Chemical Engineering. The Chemical Engineering Department at the University of New Brunswick has a temporary position available as of September 1, 1978. The position would be available for one year with possible renewal for a second year. A Ph.D. in chemical engineering or the equivalent is required. Industrial experience is desirable. A young person at the assistant professor level will be given preference although a more senior person on a leave of absence would also be considered. The department has an undergraduate and graduate program awarding B.Sc., M.Sc., M.Eng. and Ph.D. degrees. The graduate program involves fundamental and

applied research as well as studies carried out in cooperation with local industries. The department presently has eight full time faculty members. The candidate would be involved in all aspects of the department including teaching, research and cooperative programs with local industry. Applicants should send curriculum vitae giving research interests and the names of at least three references to: Dr. Frank Steward, Chairman, Department of Chemical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3.

QUEEN'S UNIVERSITY. Department of Chemical Engineering. Applications are invited for a position of Assistant or Associate Professor. A doctorate in the field is required. Industrial experience is desirable. In addition to excellent teaching (undergraduate in areas of transport phenomena, unit operations, thermodynamics, and chemical engineering basics), the appointee will be expected to carry on vigorous and innovative research consonant with the Department's development plans (expertise or interest preferred in transport processes, combustion, fuels, energy, or electro-chemical engineering). All well-qualified candidates will be considered, women and men, but Canadian citizens or landed immigrants will receive preference. Salary will be commensurate with qualifications and experience. The position will be open until it is filled. A curriculum vitae, a statement of research and teaching interests, and the names of three references (including the Ph.D. supervisor) should be submitted to: Professor H.A. Becker, Head, Department of Chemical Engineering, Queen's University, Kingston, Ontario K7L 3N6.

QUEEN'S UNIVERSITY. Department of Metallurgical Engineering. A Research Associate / Post Doctoral position is available at the Metallurgical Engineering Department of Queen's University in a small research group working in the general area of phase transformations. Topics of current interest are: (i) Growth of crystals, particularly of inter-metallic compounds, for positron annihilation studies of Fermi surfaces. (ii) Mechanisms of eutectic growth and their modification by trace additions. (iii) Mechanical properties of eutectics and two-phase alloys. (iv) Production and properties of rapidly frozen metals. Applicants would normally be expected to have a Ph.D. in Physical Metallurgy or equivalent qualifications. Familiarity with fracture processes would be particularly desirable. The salary is negotiable, depending on experience, from \$1,200 p.a. Applications, including curriculum vitae and the names of two referees should be sent immediately to: Professor Reginald Smith, Metallurgical Engineering Department, Queen's University, Kingston, Ontario, Canada. K7L 3N6. Telephone: 613-547-5877.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited for the position of assistant professor of Chemical Engineering. Minimum qualification required is a Ph.D. (or equivalent) in the field of biochemical engineering. Post-Doctoral research experience would be an advantage. The appointment is for a three year term beginning July 1, 1979. Closing date for applications is October 1, 1978. Applications including curriculum vitae and names of three referees may be sent to: Dean G.F. Chess, P. Eng. Faculty of engineering science, The University of Western Ontario, London, Canada. N6A 5B9.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited for positions at the Assistant Professor level in Materials Engineering. Qualification required is a Ph.D. (or equivalent) in Materials Engineering. Academic duties include initiation and conduct of Research, Supervision of graduate students, and teaching at both the graduate and undergraduate level. Appointments are for a three year term effective July 1, 1979. Salary is commensurate with qualifications and experience. Closing date for applications is October 1, 1978. Dean G.F. Chess, P. Eng. Faculty of Engineering Science, The University of Western Ontario, London, Ontario, N6A 5B9.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Applications are invited for a position of

Civil Engineering as an assistant or associate professor, with or without tenure, depending on qualifications and experience. Teaching duties will include advanced structural theory, structural design and engineering computing. Research interests must be in the area of structural analysis and design; load analysis; design standards formulation; and optimization. The successful candidate must have a Ph.D. in Civil Engineering. Significant Canadian professional engineering experience in design is highly desirable. Date of appointment July 1, 1979. Closing date for applications October 1, 1978. Applications including curriculum vitae and names of three referees may be sent to: Dean G.F. Chess, P.Eng. Faculty of Engineering Science, The University of Western Ontario, London, Ontario, N6A 5B9.

FINANCE AND MANAGEMENT

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Finance Teaching Area: Applications are invited for faculty positions open in September, 1979. Graduate and undergraduate teaching and research. Rank and salary open. Doctorate or near completion required. Contact: Dr. Milton Chew, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Tel: (902) 422-7331.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Management Science / Quantitative Methods / Computer teaching area: Applications invited for faculty positions open in September, 1979. Graduate and undergraduate teaching and research. Rank and salary open. Doctorate or near completion required. Contact: Dr. Milton Chew, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3 Tel: (902) 422-7331.

GEOGRAPHY

SCARBOROUGH COLLEGE, UNIVERSITY OF TORONTO. Department of Geography. Applications are invited for a contractually limited appointment in Geography, at the rank of Lecturer or Assistant Professor, commencing July 1st, 1978. Initial appointment will be for one year, with the possibility of extension for a further four years. Applicants should have interests in one or more of the following fields: resource management and conservation, development and the third world, water resource management, political geography. Applications should be sent as soon as possible to: Dr. M. Bunce, Geography, Scarborough College, University of Toronto, West Hill, Ontario, M1C 1A4.

GEOLOGY

UNIVERSITY OF TORONTO. Department of Geology. The Department of Geology at the University of Toronto invites applications for three positions at the assistant professor level. Two of these are tenure stream appointments (St. George Campus and Erindale Campus) and one is for a contract up to 5 years in duration. We seek applications from a wide range of fields in the earth sciences. Fields presently being considered include, but are not limited to the following: Energy and mineral resources; isotope geology; mineralogy / petrology / Materials science; sedimentology; regional / global tectonics. Appointments will be made for the 1979/1980 academic year to those outstanding candidates whose interests complement each other and those of the department. Please submit curriculum vitae and the names of three references to: D.W. Strangway, Chairman, Department of Geology, University of Toronto, Toronto, Ontario. M5S 1A1.

UNIVERSITY OF WESTERN ONTARIO. Department of Geology. Applications are invited for the position of Assistant Professor in sedimentology with special emphasis on Phanerozoic processes. An interest in the resource aspects of sediments will be advantageous. Applicants should send their vitae, three references to W. S. Fyfe, Chairman, Department of Geology, University of Western Ontario, London, Ontario, Canada, N6A 5B7. Closing date for applications: September 30, 1978.

HISTORY

UNIVERSITY OF GUELPH Department of History. The Department of History is seeking a senior appointment in Reform-ation-Scottish History. Please send applications by October 15th, 1978 to Professor W.W. Straka, Chairman, Department of History, University of Guelph, Guelph, Ontario N1G 2W1. Subject to final budgetary approval.

LAW

QUEEN'S UNIVERSITY. Faculty of Law. Possibility of one or two openings for 1979-80. Record of research or writing of high quality, or evidence of outstanding research potential, is required. Graduate study in law is normally required. A capacity for interdisciplinary work, and a demonstrated interest in it, would be an asset, as would experience relevant to clinical courses. Salary and rank in accordance with qualifications and experience. Applications, with curriculum vitae and names of three references, to Dean Bernard Adell, Faculty of Law, Queen's University, Kingston, Ontario, K7L 3N6.

MANAGEMENT

UNIVERSITY OF LETHBRIDGE. Dept. of Management Arts. 1. Two positions. 2. Assistant or Associate Professor Rank. 3. Ph.D., or M.B.A. plus advanced study. 4. Teaching and research in one or two of the following areas: accounting, finance, organizational behavior, decision analysis, international management or agricultural management. 5. Salary and rank dependent upon qualifications. 1977-78 schedule minima — Assistant Professor: \$19,283, Associate Professor: \$24,691. 6. Professor Al Hunter, Chairman, Department of Management Arts, University of Lethbridge, Lethbridge, Alberta T1K 3M4.

SAINT MARY'S UNIVERSITY. Department of Management. Management Department: Applications invited for faculty positions open in September, 1979. Graduate and undergraduate teaching and research. Rank and salary open. Doctorate or near completion required. Contact: Chairperson, Department of Management, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Tel: (902) 422-7331.

MARKETING

SAINT MARY'S UNIVERSITY. Dept. of Marketing. Marketing Department: Applications are invited for faculty positions open in September, 1979. Graduate and undergraduate teaching and research. Rank and salary open. Doctorate or near completion required. Contact: Dr. V. Baydar, Chairman, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Tel: (902) 422-7331.

MATHEMATICS

ST. FRANCIS XAVIER UNIVERSITY. Department of Mathematics. St. Francis Xavier University. Department of Mathematics, will have a position at the level of Assistant Professor beginning September 1, 1979. Qualifications for this position include a Ph. D. and proven teaching ability. Duties will include teaching undergraduate mathematics courses. Candidates should forward curriculum vitae, and three letters of recommendation to S. K. Aalto, Department of Mathematics, St. Francis Xavier University, Antigonish, Nova Scotia. B2G 1C0, by 15 February 1979.

MEDICINE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Medicine. Memorial University of Newfoundland invites applications for the position of Professor and Chairman of Anaesthesia. This is the senior academic appointment in the Discipline which has seven full-time and a number of part-time Faculty members. The successful can-

didate will be the departmental chairman in a major teaching hospital, and senior consultant in other affiliated hospitals. Memorial's Medical School and the General Hospital have now moved into the new Health Sciences Centre. Candidates should have the Royal College qualifications or equivalent and be eligible for licensure in Newfoundland. Applications or inquiries should be directed to: Dr. A. M. House, Associate Dean, Clinical Affairs, Chairman, Anaesthesia Search Committee, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Nfld. A1B 3V6 on or before September 30, 1978.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Medicine. Pre and postdoctoral positions are available for studies on the molecular biology of virus replication with special emphasis on early interactions between viruses and cells and on the structure and function of RNA virus genomes. Reply with resume to Dr. Alfred T. H. Burness, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3V6.

QUEEN'S UNIVERSITY. Dept. of Pathology. Full time position in Department of Pathology, Faculty of Medicine, Queen's University, and Department of Pathology, Kingston General Hospital. Academic rank and salary dependent on qualifications and experience. Royal College certification, or its equivalent, and Ontario licence to practice, are required. Primary responsibility will be in the areas of blood banking, immunopathology, and hematological pathology. Appointee will be expected to develop a program of independent research as part of his / her academic functions. Apply to the following, enclosing a Curriculum Vitae: Nathan Kaufman, M.D. Professor and Head, Department of Pathology, Queen's University, Kingston, Ontario, Canada K7L 3N6 Telephone (613) 547-6923.

HOSPITAL FOR SICK CHILDREN. Pulmonary paediatrician. Applications are invited for a position as an academic pulmonary paediatrician, The Hospital for Sick Children, Division of Pulmonary Diseases, University of Toronto. University rank of Lecturer. Applicants must have Canadian Fellowship in Paediatrics and an interest and ability in teaching. The successful applicant will be expected to spend equal time in research and in clinical paediatrics. Please send applications and complete curriculum vitae and bibliography together with the names of three referees to Dr. J. A. P. Turner, Chief, Division of Chest Diseases, Hospital for Sick Children, Toronto, M5G 1X8. Position available 1st January, 1979. - or earlier, if possible.

UNIVERSITY OF TORONTO. Dept. of Rehabilitation. A full-time faculty position in occupational therapy is available, effective July 1, 1978, at the lecturer level; appointment on an annual basis. Salary is dependent on qualifications and experience. Candidates should possess a bachelor's or higher degree, must be a graduate of an accredited programme in occupational therapy, and show evidence of individual creativity, teaching and research ability. Experience in administration and supervision is desirable. This position requires a background of clinical expertise in occupational therapy related to physical dysfunction. Qualified candidates should submit a letter of application along with a curriculum vitae and the names of three referees who are familiar with the candidate's teaching and research ability to: The Director, Division Of Occupational Therapy, Department of Rehabilitation Medicine, University of Toronto, 256 McCaul Street, Toronto, Ontario M5T 1W5.

UNIVERSITY OF TORONTO. THE WELLESLEY HOSPITAL. Rheumatic Disease Unit. Department - Medicine / Rheumatic Disease Unit. Title - Investigator. Qualifications - M.D., C.P.S.O. Licence. Nature of Duties - Basic research - in fields relevant to Arthritis; including immunopathology, molecular biology, virology, pharmacology, etc. Salary - Commensurate with experience. Persons to whom enquiries should be sent - forward Curriculum Vitae to Dr. H. Smythe, University of Toronto Rheumatic Disease Unit, The Wellesley Hospital, Toronto, Canada M4Y 1J3. Effective date of

Appointment - Open. Closing date for receipt of applications - Open.

UNIVERSITY OF TORONTO. Department of Medicine. 1. Department of Medicine, University of Toronto. 2. Associate Professor and Head of the Division of Respiratory Disease - St. Michael's Hospital. 3. M.D., F.R.C.P. (C). 4. Incumbent will be responsible for the Division of Chest Medicine - St. Michael's Hospital. 5. Salary commensurate with experience and qualifications. 6. Enquiries should be directed to: Dr. Arthur Leznoff Chairman of Search Committee. St. Michael's Hospital, 30 Bond Street Toronto, Ontario M5B 1W8. 7. Effective date of appointment: As soon as possible. 8. Closing date for receipt of applications: September 30, 1978.

MICROBIOLOGY

UNIVERSITY OF GUELPH. Department of microbiology. A faculty position at the assistant professor level is available requiring a strong background in general microbiology and a teaching interest in microbial physiology, microbial ecology and cell biology. The successful applicant will be expected to participate in undergraduate and graduate teaching, and to carry on a personal research program or to participate in on-going research in the department. Candidate must have a Ph.D. degree and preference will be given to those with research and / or teaching experience in microbial physiology. The appointment, subject to final budgetary approval, is to commence December 4, 1978 or January 2, 1979 and is contractually-limited for 1 or 2 years. Applications along with a detailed curriculum vitae and the names of three referees, should be sent to Dr. D. C. Jordan, Chairman, Department of Microbiology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 to arrive by October 30, 1978.

UNIVERSITY OF WESTERN ONTARIO. Dept. of Microbiology and Immunology. A post-Ph.D. position is available in an interdisciplinary research group concerned with the structural analysis of macromolecular arrays, paracrystalline cell structures, helical plant viruses and the like. A physical background with biological interests or vice versa, would be most appropriate. Some developed skills would be expected in two or more of biological structure, electron microscopy, optical and electron diffraction, image averaging techniques including Fourier transform analysis and reconstruction, applicable computer techniques, self-assembly studies and physical biochemistry. The position is limited term and not guaranteed beyond May 1980; it is available from 1 September 1978. Salary is negotiable but not less than MRC rates. Write giving biographical details, a summary of interests and the names of two referees to: Professor R. G. E. Murray, Department of Microbiology and Immunology, The University of Western Ontario, London, Ontario N6A 5C1.

MINERALOGY

UNIVERSITY OF GUELPH. Dept. of Land Resource Science. Assistant Professor in Clay Mineralogy / Inorganic Chemistry. Date Available: December 1, 1978 (subject to final budgetary approval). Specialization in clay mineralogy with strong background in inorganic chemistry required. Experience in agricultural research desirable. Proficiency in oral and written English essential. Ph.D. required. Teaching responsibilities will include undergraduate and graduate courses and supervision of graduate students. Responsible for undergraduate course in Clay Mineralogy and shared responsibilities for other courses. Research responsibilities: The successful candidate will be expected to develop a research program which is compatible with research interests of fellow faculty and which would focus primarily on the role of clay mineralogy and inorganic chemistry in soils. The research should relate to one or more of the following: use of soils for crop production and waste utilization; soil genesis and classification; geology and geochemistry. The salary is competitive and the level of appointment will depend on qualifications of the applicant. Those interested in applying for this position should forward personal data, transcripts of college records, names of three

professional referees and a list of publications to: Dr. K.M. King, Chairman, Department of Land Resource Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Deadline for applications: September 30, 1978.

NUTRITION

UNIVERSITY OF GUELPH. Dept. of Nutrition. 1. Assistant Professor, tenure stream position. 2. Ph.D. Training in experimental nutrition or nutritional biochemistry. 3. Teach metabolic aspects of nutrition at the undergraduate and graduate levels. Develop a research program on the biochemical aspects of fish nutrition. 4. Commensurate with experience. Appointment subject to final budgetary approval. 5. Dr. H.S. Bayley Chairman Search Committee, Department of Nutrition, University of Guelph, Guelph, Ontario N1G 2W1. 6. March 1st, 1979. 7. October 16th, 1978.

UNIVERSITY OF GUELPH. Department of Nutrition. College of Biological Science. Applications are invited for the position of Assistant Professor of Nutrition. Applicants should have a strong background in experimental nutrition with training in biochemistry and physiology, and be prepared to undertake research on mycotoxins in feeds with special reference to swine nutrition. Salary is commensurate with qualifications and experience. Position subject to final budgetary approval. Send applications, including curriculum vitae and the names of three referees to H. H. Draper, Chairman, Department of Nutrition, University of Guelph, Guelph, Ontario N1G 2W1. Closing date October 15, 1978.

PHARMACOLOGY

DALHOUSIE UNIVERSITY. Department of Pharmacology. An Assistant or Associate Professorship is available. Applicants should have a Ph.D. or M.D. degree with several years post-doctoral experience, a proven record of independent research and quality publications in immunology. Ability to interact with colleagues of different interests is important. Research interests should be in cell or tissue response to immune insult. Light teaching load at various levels of medical, dental, pharmacy and science curriculum. Application should be sent to: Dr. Peter E. Dresel, Professor and Head, Department of Pharmacology, Dalhousie University, Halifax, Nova Scotia. B3H 4H7.

DALHOUSIE UNIVERSITY. Department of Pharmacology. An Assistant or Associate Professorship is available. Applicants should have a Ph.D. or M.B. degree with several years post-doctoral experience, a proven record of independent research and quality publications. Knowledge of pharmacology is not required, but ability to interact with colleagues of different interests is important. Research interests should be in cell or tissue response to immune insult. Light teaching load at various levels of medical, dental, pharmacy and science curriculum. Application should be sent to: Dr. Peter E. Dresel, Professor and Head, Department of Pharmacology, Dalhousie University, Halifax, Nova Scotia. B3H 4H7.

PHARMACY

DALHOUSIE UNIVERSITY. College of Pharmacy. Assistant Professor of Pharmacy Administration. Applications are invited for the above position. Duties include undergraduate and graduate teaching and research. This is a joint appointment with the School of Business Administration, Faculty of Administrative Studies. A pharmacy background and a Ph.D. degree are required. Competence in behavioural science, statistics and computer applications are desirable. Salary is commensurate with qualifications and experience. The position is available from October 1, 1978, or as soon as possible thereafter. An application including a curriculum vitae, a short description of research interest and the names of three references should be submitted to Dr. David K. Yung, Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia B3H 3J5, Canada.

PHYSICS

UNIVERSITY OF WESTERN ONTARIO. Dept. of Physics. A limited number of appointments (post-doctoral fellowships, research associateships) are expected to be available during the coming year. Research areas in the department include theoretical physics, atomic and molecular physics, laser and plasma physics and ionospheric and atmospheric studies. Applications should include a current curriculum vitae and the names of at least two referees, and should be sent to Professor G.S. Rose, Acting Chairman, Department of Physics, The University of Western Ontario, London, Ontario, Canada N6A 3K7.

PHYSIOTHERAPY

DALHOUSIE UNIVERSITY. School of Physiotherapy. Applications are invited from physical therapists for a newly approved teaching position in the school of physiotherapy. The duties will include coordination of the 4th year of the undergraduate programme, the development of research and the provision of research consultation to faculty and staff of the teaching hospitals. Ph.D. is required, together with a sound record of publications in areas related to physiotherapy. Salary commensurate with qualifications and experience and it is anticipated that this appointment will be at the associate professor level. The position is available immediately. Applications, together with curriculum vitae and the names of three referees, should be forwarded to: D.A. Egan, Director, Dalhousie University School of Physiotherapy, 5th Floor, Central Services Building, 1236 Henry Street, Halifax, Nova Scotia. B3H 3J5.

PSYCHOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychology. Four tenure track openings, two in Developmental Psychology and two in Clinical/Community Psychology, at the rank of Assistant or Associate Professor, commencing July 1, 1979. Complete curriculum vitae and names of three professional references should be forwarded as quickly as possible to: Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, Vancouver, B.C., Canada V6T 1W5. All positions are subject to budgetary considerations. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates."

UNIVERSITY OF VICTORIA. Dept. of Psychology. Subject to budgetary approval, the Department of Psychology, University of Victoria, Victoria, B.C., has an opening for an assistant professor (Ph.D.) in the area of human neuropsychology. Starting date is July 1, 1979, salary range for the rank of assistant professor beginning at \$17,500 per annum. Applicants with good background and training in human experimental or experimental / clinical neuropsychology should be prepared to participate in the undergraduate teaching in the Department, the graduate human neuropsychology training programme, and should specify a second area of teaching interest (cognitive, developmental or clinical preferred). Candidates who are in the final stage of their Ph.D. programme will be considered. Preference will be given to a Canadian citizen or a landed immigrant in Canada at the time of making the application or one who has had extensive academic training or experience in Canada. Please direct applications to: Dr. G.N. Hobson, Department of Psychology, University of Victoria, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF WINDSOR. Department of Psychology. Consulting Psychologists. Psychologists qualified to supervise graduate students in psychotherapy. Consultants are needed to provide about 10 hours a week of supervision of psychoanalytically oriented psychotherapy, about 5 hours a week of supervision of gestalt therapy. Ph.D. and Ontario registration or eligibility for registration required. Reply to Miriam E. Bunt, Ph.D., Head, Department of Psychology, University of Windsor, Windsor, Ontario, Canada N9B 3P4.

SCIENCE POLITIQUE

UNIVERSITÉ D'OTTAWA. Département de science politique. Postes disponibles en théorie politique et analyse des idéologies. Le département de science politique a présentement deux postes réguliers disponibles dans le domaine de la Théorie Politique et Analyse des Idéologies. Un des candidats doit posséder une orientation en analyse générale des idéologies et en épistémologie. Le deuxième candidat doit être un spécialiste en pensée politique. Les candidats avec le diplôme du Doctorat auront la préférence. Une expérience pertinente dans le domaine de la recherche et de l'enseignement serait avantageuse. Les postes seront remplis le 1er juillet 1979. Le rang et le salaire sont ouverts. Les candidatures, avec curriculum vitae et les noms de deux répondants, devaient être soumises à: Professeur William Badour, Département de science politique, Université d'Ottawa, 550 Cumberland, Ottawa, Ontario. K1N 6N5.

SLAVONIC AND ORIENTAL STUDIES

UNIVERSITY OF VICTORIA. Department of Slavonic and Oriental Studies. 1. The University of Victoria invites applications for the position of Full Professor in Russian Language and Literature. The appointment is to become effective July 1, 1979. 2. Qualifications: Ph.D., Publications, teaching experience and native fluency in Russian required. 3. Courses to be taught include: 19th Century Russian Literature, Russian Culture and Advanced Russian Language. 4. Salary commensurate with qualifications and experience. 5. Applications, together with curriculum vitae and names of four referees should be sent to: Dr. Z.B. Juricic, Chairman, Department of Slavonic and Oriental Studies, University of Victoria, Victoria, B.C., Canada, V8W 2Y2. Applications will be received until the position is filled. 6. It is the policy of the University of Victoria to give preference to Canadian applicants, or those who are landed immigrants at the time of application, or those who have extensive Canadian training or experience, except in those cases where other applicants have clearly superior qualifications. The University also reserves the right not to fill this vacancy.

SOCIOLOGY

BROCK UNIVERSITY. Department of Sociology. Applications are invited from sociologists or anthropologists for a position at Brock University. Persons qualified for a probationary appointment at a senior level are preferred, but experienced junior level applicants will also be considered. Area of specialization is open. Evidence of scholarly productivity is important; enthusiasm and ability in undergraduate teaching is indispensable. Salaries are competitive; appointment subject to budgetary constraints. Applicants should send vitae, the names of three references and copies of recent publications or unpublished reports to: Dr. Morris I. Berkowitz, Acting Chairman, Department of Sociology, Brock University, St. Catharines, Ontario, Canada. L2S 3A1.

CALGARY GENERAL HOSPITAL. Sociologist. We are seeking applications from Ph.D. Sociologists for the research position of Health Care Evaluator, Forensic Services, Department of Psychiatry, to work under the direction of Dr. J.E. Arboleda-Florez. Please submit a resume stating qualifications and experience to: Director of Personnel, Calgary General Hospital, 841 Centre Avenue East, Calgary, Alberta. T2E 0A1.

SOCIAL WORK

WILFRID LAURIER UNIVERSITY. Faculty of Social Work. The Faculty of Social Work at Wilfrid Laurier University requires a senior colleague as a full time faculty member. The position requires a doctoral degree, clinical practice experience, teaching experience at a post-graduate level and related research in-

terest and expertise. Salary and rank to be negotiated on the basis of experience and background. Send curriculum vitae to: Francis J. Turner, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario. N2L 3C5. Canada.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Ontario Veterinary College. Chairman, Department of Veterinary Microbiology and Immunology. Applications and nominations are invited for the above position which will fall vacant on July 1, 1979. The Department embraces the disciplines of Microbiology, Immunology, Epidemiology, and Public Health, and has a complement of 15 faculty members. It currently has an enrolment of 25 graduate students and post-doctoral fellows. The Department has a major responsibility for the research and service contract with the Ontario Ministry of Agriculture and Food. Candidates should possess the D.V.M. degree or equivalent, and have advanced training to the Ph.D. level in an appropriate area. Applications and nominations will be accepted until October 15, 1978 or until the position is filled, and should be submitted to: Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada. N1G 2W1. Position subject to final budgetary approval.

UNIVERSITY OF SASKATCHEWAN. Veterinary Clinical Studies. Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan. The Department of Veterinary Clinical Studies is inviting applications for a position in Large Animal Internal Medicine at the Assistant or Associate Professor level. Applicants must possess a D.V.M. degree or its equivalent and be eligible to become licensed to practice in Saskatchewan. The position is available July 1, 1979. Candidates with post-graduate qualifications and/or board certification will be given preference. Responsibilities will include undergraduate and graduate teaching in large animal internal medicine, primarily equine medicine, and participation in the clinical service program of the Large Animal Clinic. Clinical research will be encouraged and expected. Applications and curriculum vitae should be submitted to Dr. W.M. Adams, Head, Department of Veterinary Clinical Studies, University of Saskatchewan, Saskatoon, Sask., S7N 0W0, Canada.

UNIVERSITY OF SASKATCHEWAN. Department of Veterinary Pathology. Department of Veterinary Pathology has an opening for an Assistant Professor in Veterinary Pathology with a special interest in toxicopathology, the position to be filled permanently when a suitable candidate is found. The D.V.M. or equivalent degree is essential as well as a Ph.D. and eligibility for licensure in Saskatchewan. Responsibilities will include participation in the undergraduate and graduate teaching programs, post mortem service and particularly active participation in toxicologic research. Please submit a letter of application, curriculum vitae and names of three referees to: Dr. J.H.L. Mills, Head, Department of Veterinary Pathology, W.C.V.M., University of Saskatchewan, Saskatoon, Canada, S7N 0W0. Applications accepted until the position is filled.

POSITION: Research Scientist (two year-renewable contract). The successful candidate will organize and direct virological, bacteriological, and immunological research in collaboration with Ph.D. veterinarians and other research scientists. He / she will be expected to generate research projects, preferably in the area of infectious neonatal diarrhea and respiratory diseases in food-producing animals. **QUALIFICATIONS:** Applicants should have a Ph.D. in microbiology with several years laboratory research experience. A D.V.M. degree is not necessary, but would be an asset. Candidates must demonstrate some understanding of disease pathogenesis. A strong working knowledge of a variety of microbiological techniques is necessary; areas of competence should include tissue culture, use of radioisotopes, serology and electrophoresis. **SALARY:** Salary commensurate with training and experience. **APPLICATION:** Applicants should send a detailed curriculum vitae, a summary of

goals in research and a list of techniques with which they are familiar. Also 3 letters of reference forwarded direct to: The Veterinary Infectious Disease Organization, c/o Dr. C.H. Bigland, Director, 124 Veterinary Road, Saskatoon, Saskatchewan, Canada. S7N 0W0. Phone: (306) 343-3155.

CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN (CRIAOW). Announces its first publication "WOMEN AND WORK: AN INVENTORY OF RESEARCH". Available from The Canadian Research Institute for the Advancement of Women, Suite 415, 151 Slater, Ottawa, K1P 5H3. Cost \$4.00 (\$2.50 for members of CRIAOW).

INSTITUT CANADIEN DE RECHERCHE POUR L'AVANCEMENT DE LA FEMME (ICRAF). Annonce la parution de sa première publication "LA FEMME ET LE TRAVAIL, UN INVENTAIRE DE RECHERCHES". Disponible chez l'Institut canadien de recherches pour l'avancement de la femme, porte 415, 151 rue Slater, Ottawa, K1P 5H3. Prix: \$4.00 (\$2.50 pour les membres de l'ICRAF).

LATE ADS

THE UNIVERSITY OF CALGARY. Faculty of Medicine, Division of Diagnostic Radiology. Applications are invited for the position of Professor and Head, commencing Sept. 30, 1978. Duties will include service responsibilities in an affiliated teaching hospital, and teaching in both the undergraduate and graduate programme. An active research interest would be an asset. Salary according to qualifications and experience. Nominations and/or applications will be received by Dr. L. E. McLeod, Dean, Faculty of Medicine, The University of Calgary, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF CALGARY. Faculty of Medicine, Division of Morphological Science. Applications are invited for the position of Professor and Head, commencing Sept. 30, 1978. Duties will include teaching in both the undergraduate and graduate programme in all of the anatomical disciplines. Successful applicant must be an active researcher. Salary according to qualifications and experience. Nominations and/or applications will be received by Dr. L. E. McLeod, Dean, Faculty of Medicine, University of Calgary, Calgary, Alberta, T2N 1N4.

EXECUTIVE DIRECTOR FOR SCITEC. The Association of the Scientific, Engineering & Technological Community of Canada invites applications from qualified individuals interested in the challenging position of Executive Director for this national, bilingual, Canadian Association. The duties of this position are related to the internal operations as well as those which provide for liaison with the scientific community, governments, the universities, the commercial and industrial worlds and the general public on Canadian and International levels. A more detailed description can be secured from the SCITEC Secretariat as indicated below. The salary is negotiable and commensurate with qualifications. The preferred starting date is October 1, 1978. Applications, including a curriculum vitae should be addressed to: SCITEC Selection Committee Suite 202, 151 Slater Street, Ottawa, Ontario K1P 5H3 (613) 232-0240.

DIRECTEUR GÉNÉRAL DE SCITEC. L'Association des scientifiques, ingénieurs et technologues du Canada invite les personnes compétentes à poser leur candidature au poste exigeant de Directeur général de cette association canadienne nationale et bilingue. Les tâches de ce poste incluent les opérations internes et celles de liaison avec la communauté scientifique, les gouvernements, les universités, les milieux commerciaux et industriels, ainsi que le grand public, au niveau national et international. Tel qu'indiqué ci-après, le secrétariat de SCITEC vous en fournira une description plus détaillée. Le traitement est négociable et proportionné à la compétence. La date d'entrée en fonction sera de préférence le premier Octobre 1978. Les candidatures auxquelles on doit joindre un curriculum vitae et adresser les demandes au: Comité de sélection de SCITEC 151, rue Slater, suite 202 Ottawa (Ontario) K1P 5H3 (613) 232-0240.

UNIVERSITY OF WATERLOO. School of Architecture. Applications are being accepted for the position of Assistant Professor in Architectural Design and Technology. Candidates preferably to have a higher degree in Architecture with minimum of four years teaching in Architectural Design and Technology studies. Evidence of organizational ability, significant practical experience, and sustained research application in a specialized field of technology. Expertise in advanced building / structure technique, particularly in lightweight structures, is preferred. Duties - require participation in upper level architectural design studios as a member of a teaching team; the development and teaching of workshops and courses in architectural technology. Salary: Assistant Professor (minimum \$17,500). Applications to Ronald Sims, chairman School of Architecture, University of Waterloo, Waterloo, Ont. N2L 3G1, by 1st October 1978. Effective date of appointment 1st January 1979. Subject to the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

YORK UNIVERSITY. Department of Biology. Ph. D. with at least 5 years post-doctoral research experience in the genetics and radiobiology of yeast is required immediately to manage an ongoing programme on the genetic effects of environmental mutagens, anti-mutagens and recombinogens. Experience with the mathematical analysis of dose-response relations for the induction of lethality, mutation and other genetic effects is desirable. Salary on the range \$14,000 - to \$20,000. - according to qualifications and experience plus regular University benefits. Applications, with full CV, list of publications and names of two referees should be sent to Dr. R.H. Haynes, Dept. of Biology, York University, Downsview, Ontario M3J 1P3.

BROCK UNIVERSITY. Dept. of Biological Sciences (Post-doctoral Fellowship in Bioenergetics). Available commencing between October 1st, 1978 and January 1st, 1979, for a period of one or two years, at an annual salary of \$11,000. The appointee will be expected to work on some aspect of cytochrome oxidase activity (see Hansen et al. (1978) Biochim. Biophys. Acta 502, 385, 400; Nicholls & Hildebrandt (1978) Biochem. J. 173.65). Some teaching experience may be available. Applications including c.v., publications list with selected reprints, and names of 2/3 academic referees, should be sent to Dr. Peter Nicholls, Dept. of Biological Sciences, Brock University, St. Catharines, Ont. L2S 3A1. Canada from whom further information can be obtained, before September 30th, 1978.

DALHOUSIE UNIVERSITY. School of Business Administration. Senior Appointment in Organizational Behaviour / Organization Theory for September 1979. Applications are invited from those established in teaching and research, with a reputation based on publications and other significant contributions. Rank and salary in keeping with qualifications and reputation. Temporary or permanent as convenient. Send resume to Dr. J.H. Scheibelhut, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

DALHOUSIE UNIVERSITY. School of Business Administration. Senior (Permanent and Visiting) Positions available at assistant, associate or full professor rank. A Doctorate or A.B.D. is required with preference given for person with research interests. Teaching interests at both the undergraduate and MBA levels are required. A variety of subject areas are available including managerial, financial, non-profit and systems. Assignments include instruction of 9 semester hours from September 15 to April 15, some committee participation and active pursuit of research. Salary, based upon 12 months appointment beginning July 1, 1979, will be commensurate with qualifications and experience. For further discussion of the positions, contact Dr. John H. Scheibelhut, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

DALHOUSIE UNIVERSITY. School of Administration. Specialist in Personnel

area (Assistant or Associate Professor) for September 1979. Candidate should have detailed background and knowledge in the major processes of personnel administration, selection, testing, staff development, organization development, etc. Ph.D. or Ph.D. in progress. Teaching and research experience desirable. An opportunity to design and develop courses in these areas for the right candidate. Send resume to Dr. J.H. Scheibelhut, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

UNIVERSITY OF WATERLOO. Civil Engineering. 1. Assistant Professor (other ranks may be considered). 3. Ph.D. - area of Soil Mechanics. Industrial and academic experience desirable. 3. Teaching and Research. 4. Dependent on qualifications. 5. R.C.G. Haas, Dept. of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. When available, subject to budget approval. 7. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF ALBERTA. Department of Oral Biology. Biological Chemistry Postdoctoral Research Fellow. Applications are invited from suitably qualified candidates to undertake research on the connective tissues. Experience in immunohistochemistry, cell biology or the biochemistry of collagen is desirable. The Fellowship is for at least one year and is to commence August 1, 1978. Salary will be \$11,600 in the first year. Applications to be made to D. J. Carmichael, Department of Oral Biology, University of Alberta, Edmonton, Alberta, T6G 2N8, Canada.

UNIVERSITY OF WATERLOO. Electrical Engineering. For the 1978-79 academic year applications are invited for post-doctoral fellowships, research associateships and visiting professorships in the following areas: circuits and computer-aided design; communications; systems and control; power engineering; solid state electronics; electromagnetic engineering; bioengineering and computer engineering. These appointments are for one or two year terms and are funded in full or in part from research grants and/or contracts. Subject to the availability of funds. Inquiries should be sent to Prof. I. F. Blake, electrical engineering department, University of Waterloo, Waterloo, Ont. Canada, N2L 3G1. Effective date of appointment, negotiable. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITÉ DE MONTRÉAL. Études anciennes et modernes. 1. Titre attaché au poste: Professeur de carrière (agrégé ou titulaire) avec possibilité de permanence. 2. Conditions requises: Doctorat, expérience d'enseignement à tous les niveaux universitaires, publications et bonne connaissance de la langue française. 3. Fonctions: Enseignement au niveau des 1er, 2e et 3e cycles en langue et littérature allemandes, recherche et contribution au fonctionnement de l'institution. 4. Salaire et conditions de travail: Selon la convention collective. 5. Date d'entrée en fonction: 1er juin 1979. 6. Documents requis: Curriculum vitae et trois (3) lettres de recommandation. 7. Adresse: Mlle Karin Gurtler, Directeur du Département d'études anciennes et modernes, Université de Montréal, 3150 rue Jean-Brillant, Montréal, P.Q. H3C 3J7. 8. Date de clôture: 1er février 1979.

THE UNIVERSITY OF ALBERTA. Library. The Boreal Institute for Northern Studies has an opening for a Librarian I to assume responsibility for the technical services of its library. This will include cataloguing and classifying the wide variety of materials acquired by the library, much of which is ephemeral (e.g. government reports, consultant reports, conference papers). Monograph catalogues according to I.S.B.D. (M), classification scheme used is U.D.C. Catalogued card production is automated using the Spires Data Management System. Duties will include some supervision of support staff and responsibility for all operations in the absence of the Head Librarian. Applicants must have a B.L.S. or M.L.S. from an accredited library school. Familiarity with computer use essential, knowledge of and use of spires desirable. Cataloguing experience

with U.D.C. or D.D.C. desirable but not essential. A northern studies background and/or facility in Scandinavian languages are assets. Salary range \$14,333 to \$18,529 plus all benefits pertaining to academic staff at the University of Alberta. Applications in writing are invited from both males and females until September 30, 1978, enclosing a resume, transcript, and the names of three references. Address applications to: Director, Boreal Institute for Northern Studies, CW401 Biological Sciences Building, The University of Alberta, Edmonton, Alberta, T6G 2E9.

UNIVERSITY OF TORONTO. Medical Research Council Group in Periodontal Physiology. Bio Medical Engineer, Biophysicists or Physiologist to investigate collaboratively support of teeth including regulation of blood supply to the periodontium, and/or physical stimuli that regulate activity of the cells in the supporting structures of the teeth. Should possess a Ph.D. and have had post-doctoral experience, and have demonstrated a capability for independent research. Academic rank and salary consistent with experience. Applications or inquiries to Dr. A.H. Melcher, MRC Group in Periodontal Physiology, Room 4384, Medical Sciences Building, University of Toronto, Toronto, Ontario, M5S 1A8.

THE UNIVERSITY OF CALGARY. Faculty of Medicine, Division of Family Practice. Applications are invited for the position of Associate Professor, and Assistant Professor, commencing Sept. 30, 1978. Duties will include undergraduate teaching and a responsibility in the training of residents in Family Practice. An active interest in research would be an asset. Salary according to qualifications and experience. Nominations and/or applications will be received by Dr. L.E. McLeod, Dean, Faculty of Medicine, The University of Calgary, Calgary, Alberta, T2N 1N4.

Department of Paediatrics. 1. Department: Paediatrics. 2. Title: Epidemiologist. 3. Qualifications required: M.D. with training and research experience in epidemiology and control of hospital acquired infections. MPH or equivalent degree not required. 4. Nature of Duties: Supervise the infection surveillance program, assisted by nurse-epidemiologists; serve on Infection Control Committee; investigate sources of hospital acquired infections; consult on isolation and control of infectious diseases; develop and implement educational programs in infection control for physicians, nurses, allied health personnel, and students; maintain surveillance of health status of employees, develop research programs to investigate the epidemiology and control of hospital acquired infections; and participate in the activities of the Division of Infectious Diseases, including teaching, research and patient care. 5. Salary: Salary commensurate with qualifications and experience. 6. Person to Whom Enquiries Should be Sent: Dr. D.H. Carver, Chairman, Dept. of Paediatrics, Hospital for Sick Children, 555 University Ave., Toronto, Ont. M5J 1X8. 7. Effective date of appointment: March 1, 1979. 8. Closing date for receipt of applications: October 15, 1978.

UNIVERSITY OF MANITOBA. Department of Physics. Post-doctoral fellowship or Research Associateship. Applications are invited from persons with experience in experimental low-and-intermediate energy nuclear physics. A good working knowledge of counter systems, electronics and computers and nuclear cryogenics is required. The successful candidate will be engaged in the University of Manitoba's Research Program in intermediate energy physics using the TRIUMF accelerator. Usually renewable appointments are made initially for one year, the commencement date being flexible. The successful candidate will be eligible for a travel allowance and may be given the opportunity to participate in teaching. Applications including curriculum vitae, bibliography and the names of three referees should be sent to: Dr. W.T.H. Van Oers, Department of Physics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF MANITOBA. Department of Physics. The Department of Physics at the University of Manitoba invites applications for a probationary or term appointment. Candidates should have a Ph.D. and established reputation in the fields of atomic or molecular,

condensed matter, or nuclear physics. The successful candidate will contribute to both the research and teaching functions of the department. Teaching assignments will range from first year to advanced graduate courses. Applications are sought immediately with a deadline of November 1, 1978. Salary will be commensurate with experience. Canadian citizens and landed immigrants are urged to apply. Completed applications with the names of three referees should be forwarded to: The Head, Department of Physics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

HOSPITAL FOR SICK CHILDREN. Pulmonary Paediatrician. Applications are invited for a position as an academic pulmonary paediatrician, The Hospital for Sick Children, Division of Pulmonary Diseases, University of Toronto. Applicants must have Canadian Fellowship in Paediatrics and an interest and ability in teaching. The successful applicants will be expected to spend equal time in research and in clinical paediatrics. Please send applications and complete curriculum vitae and bibliography together with the names of three referees to Dr. J.A.P. Turner, Chief, Division of Chest Diseases, Hospital for Sick Children, Toronto, M5G 1X8. Position available September 30, 1978.

UNIVERSITY OF WATERLOO. Recreation. 1. Assistant or Associate Professor in Outdoor Recreation / Management. 2. Earned doctorate or its near completion in Outdoor Recreation / Management or related discipline. 3. Ability to successfully supervise student theses and honors projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. 4. Assistant professor (minimum \$17,500) Associate Professor (minimum \$22,700). Salary commensurate with qualifications and experience. 5. Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. November 15, 1978. Subject to the availability of funds. 7. Until position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF ST. JEROME'S COLLEGE. Department of Sociology. Position: Assistant Professor. Qualifications: Ph.D. completed or near completion; specialization in sociology of the family. Duties: Undergraduate instruction and administrative duties. Salary: Assistant floor, \$17,500., or negotiable according to experience. Apply to: Dr. D. R. Letson, Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Effective: July 1, 1979. Closing date: When filled.

UNIVERSITY OF TORONTO. Department of Surgery. 1. Department of Surgery, University of Toronto and Toronto Western Hospital. 2. University rank of Assistant Professor or commensurate with present rank and experience. Staff Surgeon and Head of Cardiovascular Surgery at the Toronto Western Hospital. 3. Qualifications required: F.R.C.S. (C) or equivalent in Cardiovascular Surgery. 4. Nature of Duties: Head of Cardiovascular Surgery including Cardiac and Vascular Surgery. 5. Salary commensurate with experience and qualifications. 6. Enquires should be sent to: Dr. Donald R. Wilson, Surgeon-in-Chief, Toronto Western Hospital, 399 Bathurst Street, Toronto, Ont. M5T 2S8. 7. Effective date of appointment, 1st January, 1979 or sooner, depending on present commitments of applicant. 8. Closing date for receipt of applications: September 30, 1978.

UNIVERSITY OF GUELPH. Veterinary Pathology. Assistant or Associate Professor positions. Responsibilities involve teaching, research and service work. Require specific interest and experience in (1) fish pathology, wildlife pathology and zoological species and (2) general veterinary pathology. Positions available July 1, 1979 and August 1, 1979. Salary commensurate with qualifications. 1978/79 salary schedule: Associate Professor: \$23,055. - Assistant Professor: \$18,236. Please respond to: Dr. P. B. Little, Acting Chairman, Department of Pathology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Positions subject to final budgetary approval.

ECONOMIC BENEFITS. BENEFICES ECONOMIQUES

Perspectives on pension planning

by E.D. Maher

Perspectives on Pension Planning: A Report from the Compensation Research Centre of the Conference Board in Canada. Canadian Studies No. 43. 1976. 92 pages. \$5.00 (\$25.00 for non-Associates; special terms for educational organizations).

This is the Report of a round table discussion in February 1976. Among the participants were actuaries, representatives of benefit consultants, of federal government departments, of fund managers and of a union. Ch. III "Issues in Pension Plan Design and Operation" and Ch. IV "Anticipated Trends in Public Pension Plans" make up about half the Report and are the most useful. James Clare, an actuary with Peat, Marwick and Partners has the following sensible comment on valuation of pension funds (pp. 37, 38):

There may be a suggestion, here and there, that a decline in the market value of the assets of a pension fund actually weakens the funding of the plan. Consider a fund held entirely in secure bonds and secure mortgages, and where no forced liquidation of existing assets will be necessary to pay benefits. If the market values of those assets decline, has anything real actually happened, as far as that pension plan is concerned? After all the bonds and mortgages will still pay every dollar of interest and of capital promised. It is the dollars received by the fund that are important in meeting pension promises.

If the Pension Commission of Ontario makes the quite reasonable suggestion that pension fund assets could well be valued at their market values and traditional actuarial methods yield a deficit as a direct result, perhaps there is a need to look at what is happening. After all, if the market values of assets are down, then surely the yields on those assets over their remaining lifetimes are

correspondingly up. Accordingly, perhaps the ratio of investment return assumed in computing the present value of benefits should reflect the increases in the rates of return over the remaining lifetimes of those assets which are now invested. Would not that be common sense? If that were done, and if no forced liquidation of assets were required, then fluctuations in the market values of secure bonds and secure mortgages would not affect the degree of funding of pension benefits.

Mr. Clare made the same recommendation at the Meeting of the Canadian Institute of Actuaries in June of this year. Clearly there is a need for those concerned with pensions to understand the basis for the actuarial evaluations and, in the light of Clare's statements, there may well be a need for some adjustments in these methods.

The other item of major significance has to do with indexing of benefits. George Pozanski, Director, Pension Benefit Division, Department of Insurance states (pp. 53, 54):

Because of the fear on the part of employers of an open-ended liability under full indexing, few pension plans provide for automatic indexing to the full cost of living. However, when one thinks of the costs that employers incurred with respect to a given pension formula in the 1940's and 1950's when interest rates earned by pension funds, and assumed in actuarial calculations, were very low, let us say 3.5 per cent or so, then perhaps the cost of indexing is not so large as it now appears on the surface.

As the rates of inflation have increased, and the rates of return on investment have reflected that fact, and as actuaries began to assume higher interest rates in their calculations, the costs of pension plans to employers have begun to level off and in some cases decrease, sometimes substantially. Many plans sponsors did not seem to appreciate that the reason for the higher interest rates and the consequent levelling off, or reduction, in employer costs of providing a given level of benefits were due to the decreasing purchasing power of the currency. Thus employers seemed to take advantage of the higher interest rates without looking at the other side of the coin, namely, that sooner or later the pensions that they were providing would not be adequate.

If the excess investment earnings realized were used at least in part to improve the pensions in course of payment rather than to lower the costs to employers, the great outcry concerning the cost of indexing may not have materialized. What I

am trying to say is that if employers were prepared to assume the same level of costs for a given pension plan as they were assuming when interest rates were in the 3.5 per cent range, then with to-day's actual rates of return, they could provide for pensions that adjust, at least in part, the benefits in course of payment to reflect the diminishing purchasing power of the dollar.

The recent Tomeson-Alexander Report on the federal Public Service Pension Plan points out that the federal government used any excess interest earnings on the fund, in excess of the statutory 4 per cent, to reduce its annual contributions to the fund and then paid most of the current indexing costs by contributions from the Consolidated Revenue Fund thus creating the false impression in the minds of the public of the extent of the increase in costs to the taxpayer from the indexing provision. The Government's recent decision to transfer those "excess earnings" to the indexing fund will help to correct this impression. □

Dental plans

Ann E. Jepson, ed. **Dental Plans in Canada: A Growing Employee Benefit.** Canadian Studies item No. 46; A Report from the Compensation Research Centre of the Conference Board in Canada October 1977. Ottawa. \$5.00 (non-Associates \$25.00). Special terms for educational institutions. 111 pages.

This is a transcript of a meeting bringing together benefit consultants and representatives of insurance companies, Blue Cross, the dental profession, the Provinces, and firms with dental plans. The Report contains information about Provincial plans and the growth of private plans. Data are provided on coverage and costs of private plans. It is emphasized that such plans are not really insurance but rather prepaid expense plans where a major benefit is that the employer contribution represents a tax-free benefit to the employee. It was pointed out that dental plans were initially patterned on medical plans but as experience has been gained they are being modified. In particular there was general agreement that plans with deductibles were undesirable since they discouraged preventive care which generally reduced costs in the long run. Considerable attention was given to some of the problems that have been encountered in obtaining co-operation from the dental profession in the administration of the plans. The booklet would be very useful for those with or contemplating dental plans. It contains an extensive Glossary of Dental Terms and an annotated bibliography. □

E.D. Maher

Professor Maher is with the Department of Administration, University of New-Brunswick.

Conference expenses

As related to employment income

Frequently, university teachers are directed by their departments to attend annual meetings of the learned societies. There may or may not be an obligation to deliver a paper. Funds are usually provided to cover all or part of the travel and accommodation expenses either in advance or after the conference. If the teacher is required to account for the funds by submitting an expense report to his department or to the university administration then the receipt of these funds does not constitute a taxable benefit.

Consequently, any university teacher who is required by his department to attend such a conference and who is reimbursed for expenses on an accountable basis will not be obliged to pay income tax on such receipts. Furthermore, the university payroll department will have no authority to add these amounts to his T4 slip as salary or taxable benefits. The same rules apply to any other conference which a teacher may be required by his department to attend.

On the other hand, a university teacher who visits a conference on his own initiative may not deduct his expenses from salary for tax purposes and must treat any reimbursement of expenses by his employer as a taxable benefit.

As related to business income

The above commentary deals only with conference expenses related to employment income. Where attendance at a conference is necessary to the earning of business or professional income such expenses, if reasonable in amount, are deductible from the related business income.

Furthermore, a specific provision in the Income Tax Act (subsection 20 (10)) normally permits a taxpayer to deduct the cost of two conventions a year from his business income as long as the subject matter of the conventions is related to his business or profession. □

W. Charles Hebdon

Prof. Hebdon, Professional Officer for CAUT and OCUFA specializes in taxation matters.

